3d
WEEKLY

PRIL 29, 1944

Nursing times

PUBLIC HEALTH NUMBER

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College of Nursing News

"Prescription" Feeding of Infants

A great deal is heard just now of standardisation, but nutritional requirements of infants are not susceptible to such regimentation, and exceptions will be found to "prove" almost every rule. The great majority of infants thrive on COW & GATE FULL CREAM MILK FOOD, but for the remainder "prescription" feeding is available to the doctor in a range of special foods of which the following is a selection :

HALF CREAM	For fat intolerance and cases requiring reduced protein.
HEMOLAC	With supplementary iron in the form of ferri et ammon. cit.
HUMANISED	Approximating to breast milk in balance of fat, protein and carbohydrate.
LACIDAC	Lactic acid food for cases of gastro-intestinal disturbance. In three grades, Separated, Half Cream and Full Cream, to permit graduation of feeding in returning to normality.
FRAILAC	For prematures.
ALLERGILAC	For dermatitis and other allergic manifestations of milk protein sensitivity.
PROLAC	For gastro-enteric cases and others requiring increased protein.
MODILAC	With carbohydrate modification employing dextrin and dextrose.

Full particulars of these and other special foods are available on application to :

COW & GATE, LTD., GUILDFORD, SURREY

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...stered as a Newspaper

VOL. XL. No. 18

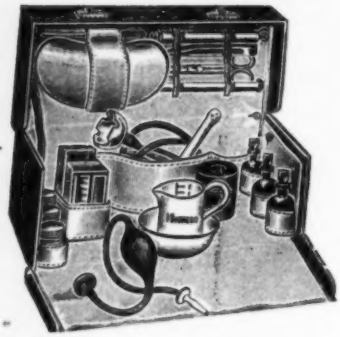
Journal of the Royal College of Nursing

W. H. BAILEY & SON'S

MIDWIFERY BAGS AND CASES

BAILEY'S CELEBRATED MIDWIVES' CASE

with Removable Washable Lining



N.C.3100
CONVENIENT AND SUITABLE FOR CARRYING ON THE BACK OF A BICYCLE
With FALL DOWN FRONT

Case empty, in REXINE ... £2 18 6
*Complete with Fittings ... £5 10 6
Carriage paid.
Spare Lining 9/-
*As listed in Catalogue.

THE QUEEN'S BAG

With Outside Pocket and Removable Washable Lining

Empty £4 16 0
*Complete with Fittings £8 4 0
Carriage paid
Spare Lining 7/-

INVALID CHAIRS IN STOCK
Please write for particulars

BAILEY'S QUEEN'S ATTACHE CASE

N.C. 3157

Case covered in Best Rexine, Black or Brown, with removable washable lining.

Size 12½x9½x5 ins. ... Empty £2/15/0 Carriage paid
Spare Lining ... ... Each 7/

COMPLETE WITH THE FOLLOWING FITTINGS

Holdfast Enema, Enamel Kidney Tray, E.I.Grad. Jug, Enamel Bowl, Soap and Nail Brush in case, Clinical Thermometer, Spring Forceps, Food and Bath Thermometer, I.R. Catheter, 3 Stoppered Bottles, 2 Capped Pots, Dredger, Medicine Measures, Scissors.

Price in Rexine £4/19/0

Surgical Instruments and Appliances
Hospital and Invalid Furniture

Tel: GERRARD 3185 45 OXFORD STREET
" 2313 2 RATHBONE PLACE

LONDON, W.1

Telegrams: "BAYLEAF LONDON"

Origin of a 'household word'*

WRIGHT'S LIQUOR CARBONIS DETERGENS

By the preparation of Liquor Carbonis Detergens 80 years ago, the powerful antiseptic and antipruritic agents in Coal Tar were isolated for the first time from the residuary content of irritants and non-therapeutic substances. Publicly commended by an impressive succession of notable authorities, Liquor Carbonis Detergens soon provided the basis for a toilet soap that has been a household word for generations. Discouraging germs, Wright's Coal Tar Soap produces a generous lather, specially soothing and very thorough in its cleansing.

*Wright's COAL TAR SOAP

NOTICE TO ADVERTISERS

The attention of advertisers is drawn to the two headings under which nursing announcements are now published. Kindly state when submitting an advertisement for persons between the ages of 18 and 40 inclusive, that a permit has been obtained from the Ministry of Labour.

OFFICIAL ANNOUNCEMENTS

10/- per inch; minimum charge 10/-

THE ROYAL COLLEGE OF NURSING ELLEN SARAH FOUNTAIN GRANT

The Council of the Royal College of Nursing will consider application for the above grant to the value of £10 to be expended on some form of post-graduate study.

The grant is available to any nurse who is a member of the Royal College of Nursing and who is trained at one of the following hospitals :—

BROMPTON HOSPITAL FOR CONSUMPTION AND DISEASES OF THE CHEST, S.W.3

LAMBETH HOSPITAL, S.E.11.

SEAMEN'S HOSPITAL, GREENWICH, S.E.10.

The successful applicant will be asked to render a statement showing how the grant has been expended at the end of the course undertaken.

Application forms may be obtained from the Director in the Education Department, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, London, W.1. (22)

CENTRAL MIDWIVES BOARD FOR SCOTLAND

Intimation is Hereby Given that EXAMINATIONS will be held simultaneously in Edinburgh, Glasgow, Dundee and Aberdeen (subject to the number of candidates entered at each centre).

NEW RULES

First Examination, Tuesday 6th June, 1944.
Second Examination Tuesday 4th July, 1944
Last Day for Entry, one month before date of Examination.

Part I.—Part I of the Schedule and Fee, must be sent to me **not later than one month before the date of the Examination.**

Queen's Hall, 19 Nicolson Street, Edinburgh 8. DAVID THOMSON, Secretary. (597)

Nurses and Midwives are reminded that Appointments Offices of the Ministry of Labour and National Service have particulars of vacancies for all grades of nurses and midwives not only in their own locality but in other parts of Great Britain and abroad. They will be glad to advise those seeking nursing or midwifery appointments of vacancies in which they can be employed in accordance with their qualifications and of opportunities of further training open to them.

The Appointments Offices are also the only channel through which applications can be made by general trained nurses for Commissions in the Nursing Services of the Crown.

Nurses and Midwives other than Queen's nurses and midwives covered by the Employment of Women (Control of Engagement) Orders, 1943, that is, women aged 18 to 40 inclusive unless they have children of their own under 14 living with them or are in possession of permits issued by the Ministry of Labour and National Service to enable them to find their own work, cannot take employment without the approval of an Appointments Office. (837)

PERSONAL

MISS LAVINIA WILSON

Will any person having any **information** as to the present whereabouts of the above-named (is daughter of Horatio Wilson), widow of Stratford Road and Wake Green Road, Birmingham, **please communicate** with RIGBY BROWN & MILLS, SOLICITORS, 10, BENNETT'S HILL, BIRMINGHAM, 2. (620)

TRAINING AND LECTURE COURSES

COUNTY BOROUGH OF ST. HELEN'S

STUDENT HEALTH VISITORS

Applications are invited from State-Registered nurses holding the C.M.B. Certificate (Part I of that Certificate) desirous of entering Health Visitors for appointments as Student Health Visitors under the above Corporation. Persons who have obtained their

(continued in next column)

C.M.B. Certificate later than June, 1943, will be ineligible for the appointments. Salary will be £2 per week, plus a present temporary war cost of living bonus of 15/6 per week and plus uniform allowance at the rate of £10 per annum. Subject to satisfactory service the appointment will be for a year. Candidates should be under 35 years of age. Practical training and tuition will be given in St. Helens, but candidates must attend at their own expense for theoretical instruction, the Health Visitors' Course conducted by the University of Liverpool at the School of Hygiene, Mount Pleasant, Liverpool. They will be eligible to sit for the Health Visitors' Examination of the Royal Sanitary Institution.

Successful candidates will be required to pass a medical examination and the appointments will be subject to the provisions of the Local Government Superannuation Act, 1937.

Forms of application may be obtained from the undersigned to whom they should be returned, accompanied by copies of three recent testimonials, not later than the 13th May, 1944.

Town Hall, St. Helens. FRANK HAUXWELL, Medical Officer of Health
22nd April, 1944 (760)

ROYAL COLLEGE OF NURSING

Courses for trained nurses in preparation for :—

(a) Health visiting. Six months. Approved by the Ministry of Health.
(b) Industrial Nursing. Three months. Starting 3rd May in London, 27th June Cardiff. Ministry of Labour grants available for six weeks' courses. Two Bursaries for Cardiff Course. Students must be 27 years of age or over. Part-time courses for nurses employed in industry.
(c) Sister Tutors. One year whole-time.
(d) Dietetic course. Eighteen months. Whole-time.
(e) Diploma in Nursing. University of London. Two years. Tuesdays and Thursdays.

Apply to the Director, Education Department, Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1. (5)

PUBLIC HEALTH VACANCIES

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

HUNTINGDONSHIRE COUNTY COUNCIL

HEALTH VISITOR

Applications are invited for the post of **Health Visitor.** Candidates must hold the Health Visitor's Certificate of the Royal Sanitary Institute and will be required to contribute to the Superannuation Scheme.

The Officer appointed will be required to devote the whole of her time to duties in connection with the School Medical Services Infant Life Protection, and Maternity and Child Welfare, and any other duties which may be prescribed by the County Medical Officer.

The salary will be according to the Rushcliffe scale and a car allowance according to the County scale. The candidate must be able to drive a car, and possession of a car will be an advantage.

The appointment is subject to one month's notice on either side.

Forms of application can be obtained on request from the County Medical Officer, Gazeley House, Huntingdon, and should be returned not later than the 29th May, 1944. (726)

MUNICIPAL MIDWIFERY SERVICE

Applications are invited from Certified Midwives who are also State-registered Nurses to fill a vacancy for a **Whole-time Midwife** at a salary of £270, rising by annual increments of £10 to £360 per annum, with conditions of service as recommended by the Rushcliffe Committee.

Forms of application and conditions of appointment may be obtained from the Medical Officer of Health, Tydfil House, Pentre, Rhondda, by whom completed applications must be received not later than Tuesday, 16th May, 1944.

D. J. JONES, Clerk of the Council. (762)

MANCHESTER CORPORATION.

MATERNITY AND CHILD WELFARE SECTION :
PUBLIC HEALTH COMMITTEE.

The Corporation require the services of a fully **Trained Nurse** for the post of Special Visiting Maternity Nurse, for the nursing of puerperal pyrexia and pemphigus neonatorum.

Candidates should be State registered nurses with the Central Midwives Board Certificate. Ophthalmic experience would be an advantage.

Salary on the Rushcliffe Scale—£270 to £360 per annum. Allowances for uniform, laundry and travelling expenses.

Application must be made on the special form supplied on request, accompanied by copies of recent testimonials and must be sent in to the Medical Officer of Health, Public Health Department, Box 399, Town Hall, Manchester, 2, endorsed "Special Maternity Nurse" not later than Tuesday May 9th, 1944.

The successful candidate will be required to pass a medical examination before the appointment can be completed.

Canvassing in any form, oral or written, direct or indirect, is prohibited.

C. METCALFE BROWN,
April 17, 1944. Medical Officer of Health. (677)

SALOP COUNTY COUNCIL

HEALTH VISITOR

The Salop County Council invite applications for the appointment of a Health Visitor to carry out duties in connection with the School Medical, Maternity & Child Welfare and Tuberculosis Services, and the ascertainment and supervision of Mental Defectives.

Candidates must be general-trained Nurses, and must possess the qualifications required by the Local Government (Qualification of Medical Officers and Health Visitors) Regulations, 1930-33).

Salary (in accordance with Rushcliffe Committee's Report) £270, rising by annual increments of £10 to £360, together with travelling expenses in accordance with the Council's scale.

The appointment is subject to the provision of the Local Government and other Officers' Superannuation Act, 1922, and the successful candidate will be required to pass a medical examination.

Application forms and conditions of appointment may be obtained from the County Medical Officer of Health, County Health Offices, College Hill, Shrewsbury, to whom they should be returned with copies of three testimonials as soon as possible.

JOHN M. WHITLEY,
Deputy Clerk of the Council.
Shirehall, Shrewsbury.
24th March, 1944. (798)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

CITY AND COUNTY OF NEWCASTLE-UPON-TYNE EDUCATION COMMITTEE

APPOINTMENT OF SUPERINTENDENT SCHOOL NURSE

Wanted, **Superintendent School Nurse.** Applicants must possess the Health Visitors' Certificate and be State Registered. Salary in accordance with the Rushcliffe scale, viz., £360 per annum, rising by annual increments of £15 per annum to £420 per annum, followed by one further increment of £10 per annum to £430 per annum. The prescribed form should be returned to the undersigned not later than the 15th May, 1944.

THOS. WALLING,
Director of Education.
City Education Office,
Northumberland Road,
Newcastle-upon-Tyne 2. (583)

Two Health Visitors urgently required by the Public Health Department, Rochdale. Candidates must be fully qualified (in accordance with the Local Government (qualifications of Health Visitors) Regulations). Rushcliffe scale of pay plus £10 uniform allowance.

Applications in writing (no interviews), stating date of birth, full details of qualifications and experience (including a list in chronological order of posts held) should be addressed to the Ministry of Labour and National Service, Appointments Office (Nurses and Midwives), Royal Exchange Buildings, St. Anne's Square, Manchester, 2. (836)

HOSPITAL AND OTHER VACANCIES

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (control) of Engagement) Order, 1943.

CITY OF LANCASTER

WAR-TIME NURSERY

Applications are invited for the post of Matron at the Greaves Park War-time Day Nursery.

The Nursery will have accommodation for

(continued in next column)

51 children, and will be opened in June. Applicants must be State-registered General or Children's Nurses. Salary and conditions according to the Rushcliffe Report.

Forms of application and further particulars can be obtained from the undersigned, to whom they should be returned on or before May 8th.

Thurnham Street, Lancaster. E. HUGHES, Medical Officer of Health.
17th April, 1944. (714)

DUMBARTON TOWNEND HOSPITAL

Applications are invited for the post of **Matron** at the above Public Assistance Institution. Applicants must be State Registered General Nurses and hold the C.M.B. Certificate. Salary will be according to the Taylor scale, plus a responsibility allowance of £60 per annum.

The appointment will be subject to the provisions of the Local Government Superannuation (Scotland) Act, 1937 and the successful applicant will be required to pass a medical examination.

Applications stating age and experience, with copies of not more than three recent testimonials, should be lodged with William MacIntosh, Clerk to Dumbarton Townend Hospital (Combination), 27 Church Street, Dumbarton, not later than Saturday, 6th May, 1944. (720)

CITY AND COUNTY OF NEWCASTLE-UPON-TYNE WAR-TIME DAY NURSERIES, WOODSTOCK ROAD, ST ANTHONY'S ROAD AND CHURCH STREET

Matrons (non-resident) required. Applicants must be State-registered Nurses. Previous experience of day nursery or nursery school work an asset. Salary £250 per annum, rising by annual increments of £10 to £320 per annum.

Deputy Matrons (non-resident) required. Applicants must be either State-registered Nurses or registered on the supplementary part of the State Register for Sick Children's Nurses—Salary £220 per annum, rising by annual increments of £10 to £270 per annum —or Nursery College Trained Nurses—Salary £175 per annum rising by annual increments of £10 to £215 per annum.

A deduction of £25 per annum will be made from salaries of State-registered Nurses for meals taken in Nursery. Appointments are subject to the provisions of the Local Government Superannuation Act, 1937.

Applications, stating age and experience, accompanied by copies of two recent testimonials, should be sent to the Medical Officer of Health, Town Hall, Newcastle-upon-Tyne, 1, not later than Wednesday, the 17th May, 1944. (741)

BOROUGH OF HARROGATE

PUBLIC HEALTH DEPARTMENT
APPOINTMENT OF MATRON,
MUNICIPAL MATERNITY HOME
(11 Beds)

Applications are invited for the above appointment at a salary in accordance with the Rushcliffe scale; the scale being £210 per annum, rising, subject to satisfactory service, by £10 to £270 exclusive of emoluments. The total value of emoluments amount to £120 per annum. Previous service will be taken into account in determining the commencing salary. Uniform allowance or provision of uniform in addition.

The remuneration will be subject to the provisions of the Local Government Superannuation Act, 1937, and the successful candidate will be required to pass a medical examination. Candidates must be State-registered Nurses and State Certified Midwives.

Applications, stating age, qualifications and particulars of present post and past experience, accompanied by two recent testimonials and the name and address of a person to whom reference could be made should reach the undersigned not later than 15th May, 1944.

Municipal Offices, Harrogate. J. M. Dodds, Town Clerk.
April 25th, 1944. (826)

QUEEN'S INSTITUTE OF DISTRICT NURSING. SCOTTISH BRANCH

Experienced **Queen's Nurse** with Health Visitor's Certificate required as Assistant Superintendent for Greenock. Salary will be to Taylor scale. Apply Superintendent for Scotland, 26 Castle Terrace, Edinburgh. (808)

CORNWALL COUNTY COUNCIL

Wanted for the Institution for Mental Defectives at St. Columb Major (111 beds), **Assistant Matron.** Salary £175 a year (plus a war bonus at the rate of 6 per cent. on the cash salary) with board, lodging, uniform and laundry. One month's annual leave will be granted. Candidates must be State-registered Nurses (General part of Register) and have had experience in dealing with mental defectives.

Applications, stating age and experience, with copies of two recent testimonials, should be sent to the Matron-Superintendent, The Retreat, St. Columb Major.

County Hall, Truro. L. P. NEW, Clerk of the County Council.
11th April, 1944. (593)

For early insertion, all advertisements should be sent to the Manager, *Nursing Times*, Messrs. Macmillan & Co., Ltd., St. Martins Street, London, W.C.2

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

SALOP MENTAL HOSPITAL, SHREWSBURY

ASSISTANT MATRON REQUIRED

General training essential. Commencing salary £200, with residential allowances, and £10 added if in possession of R.M.P.A. Certificate. It is probable that these terms will be adjusted on adoption of the forthcoming report of the Rushcliffe Mental Nurses' Sub-Committee.

The appointment is subject to the provisions of the Asylums Officers Superannuation Act, and the successful candidate will be required to pass a medical examination.

Applications, giving particulars of qualifications, age, and experience, with copies of three recent testimonials, to be sent to the Medical Superintendent at an early date. (735)

GOLDEAST EMERGENCY HOSPITAL SARISBURY GREEN, NEAR SOUTHAMPTON

Applications are invited for the appointment of **Assistant Matron** at the above Emergency Hospital. Commencing salary will be £200, rising by annual increments of £10 to £230 per annum, with board, laundry, uniform and a billet in the locality, these emoluments being valued at £120 per annum.

The appointment will be subject to the regulations of the Ministry of Health applicable to nursing staff in the Emergency Hospital Scheme.

Applications, stating age, qualifications and full particulars of experience, with copies of two recent testimonials or names of two referees to be sent to the Medical Superintendent by first post on Thursday, 11th May, 1944. (757)

OLDHAM ROYAL INFIRMARY, OLDHAM

(202 Beds)

Applications are invited for the post of qualified **Sister-Tutor.** Salary according to Rushcliffe Scale. Federated Superannuation Scheme is in force.

Applications, giving particulars of training and subsequent experience, to the Lady Superintendent of Nurses. (645)

DUMFRIES & GALLOWAY ROYAL INFIRMARY

(230 Beds)

Assistant Sister Tutor required for Preliminary Training School. Must have held Ward Sisters post—recognised teaching certificate an advantage. Salary according to Taylor scale. Federated Superannuation Scheme in force.

Apply the Matron. (463)

ADDENBROOKE'S HOSPITAL, CAMBRIDGE

Applications are invited for the post of **Assistant Sister Tutor.** Candidates should hold recognised Nurse Teacher's Certicate. Salary according to Rushcliffe scale. Apply with full details of experience to Matron. (577)

COUNTY BOROUGH OF CROYDON MAYDAY HOSPITAL

Applications are invited from State-registered Nurses who are also State-certified Midwives and hold a Sister-Tutor's Certificate for the post of **Qualified Assistant Sister-Tutor** at Mayday Hospital, Thornton Heath. Salary £200 per annum, rising by £10 annually to £250; uniform and residential emoluments valued at £120 per annum.

Applications, on from obtainable from the Medical Officer of Health, 20, Katherine Street, Croydon, by sending stamped, addressed foolscap envelope, should be returned to him by Monday, 8th May, 1944.

Town Hall, E. TABERNER.
Croydon. Town Clerk.
12.4.44. (612)

HEREFORDSHIRE COUNTY COUNCIL

Applications are invited for the post of **Midwifery Teacher** for Part II of the Central Midwives Board Examination. Salary according to Rushcliffe scale.

Applicants should hold the Midwifery Teacher's Certificate or have had good teaching experience. District Training and Health Visitor's certificates desirable.

The appointment is subject to the Provisions of the Local Government Superannuation Act, 1937.

Application forms and further particulars may be obtained from County Medical Officer, County Health Department, County Offices, Hereford, to whom completed applications should be sent to arrive not later than 8th May, 1944. (671)

WHITEHAVEN & WEST CUMBERLAND HOSPITAL, WHITEHAVEN

COMPLETE TRAINING SCHOOL FOR NURSES

(90 Beds and 50 E.M.S. Beds)

Sister Tutor required. Must hold the necessary teaching certificate. Salary according to Rushcliffe scale. Federated Superannuation Scheme in force. Apply, with full particulars and names for reference, to Matron. (754)

LANCASHIRE COUNTY COUNCIL

VACANCIES FOR NURSING STAFF

Applications are invited for the following appointments, the rates of pay of which are in accordance with the First Report of the Rushcliffe Committee. The appointments are subject to medical examination and are superannuable. Applicants for posts of Staff Nurse and higher grade must be State-registered.

Applicants for Midwifery Posts must be State Certified Midwives and also State-registered Nurses. Emoluments (board residence and uniform, etc.) are additional to the annual salaries stated. Any previous service in the particular grade either at a Voluntary Hospital or a Local Authority Hospital will rank for service on the salary scale.

COUNTY HOSPITAL, WHISTON, PRESCOT, NR. LIVERPOOL

Assistant Sister Tutor. Applicants must be State-registered Nurses and possess the Sister Tutor Certificate or Diploma in nursing. Experience as a Ward Sister is essential.

Salary £200 by £10 to £250 per annum.

Junior Night Sister. Applicants must have had practical experience as a Theatre Sister.

Salary £130 by £10 to £180 per annum.

11 Pupil Midwives (Part I Training). Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training.

Salary, S.R.N., £65. Not S.R.N. First Year £40, Second Year and until passing first examination £45. During second period of training £60 per annum. Full particulars from the **Matron, County Hospital, Whiston, Prescot.**

PUBLIC ASSISTANCE INSTITUTION, ULVERSTON

Ward Sister (Must be S.C.M.). Salary £140 by £10 to £190. Full particulars from the **Area Public Assistance Officer, Town Hall, Ulverston.**

PARKSIDE PUBLIC ASSISTANCE INSTITUTION, LANCASTER

Ward Sister (must be S.C.M.). Salary £140 by £10 to £190 per annum.

Full particulars from the **Area Public Assistance Officer, 5, Dalton Square, Lancaster.**

COPLOW VIEW INSTITUTION, CLITHEROE

Ward Sister (Must be S.C.M.). Salary £140 by £10 to £190 per annum.

Full particulars and forms of application from the **Area Public Assistance Officer, Public Assistance Offices, 5, Mill Lane, Blackburn.**

MOORLANDS, INFIRMARY, RAWTENSTALL

2 Ward Sisters. (Must be S.C.M.). Salary £140 by £10 to £190 per annum.

10 Student Nurses. Aged 18 years and over.

Salary. First year £40, Second year £45, Third year £50, Fourth year £60 per annum.

Full particlars from the **Area Public Assistance Officer, Moorlands, Rawtenstall.**

JERICHO HOSPITAL, BURY

Ward Sister. Salary £130 by £10 to £180 per annum.

14 Student Nurses. Aged 18 years and over.

Salary. First year £40. Second year £45. Third year £50. Fourth year £60 per annum.

Full particulars from the **Area Public Assistance Office, Parsons Lane, Bury.**

COUNTY INSTITUTION, WHISTON, PRESCOT, NR. LIVERPOOL

Ward Sister. Non-resident (for nursing chronic sick).

Salary. £200 by £10 to £250 per annum together with meals when on duty and the provision of uniform. Valued for superannuation purposes at £30 per annum. Full particulars from the **Area Public Assistance Officer, Warrington Road, Whiston, Prescot.**

LEIGH INSTITUTION, LEIGH ROAD, LEIGH

Ward Sister (must be S.C.M.). Salary £140 by £10 to £190 per annum.

Full particulars from the **Area Public Assistance Officer, Leigh Road, Leigh.**

LAKE HOSPITAL, ASHTON-UNDER-LYNE

Theatre Sister. Salary. £150 by £10 to £200 per annum.

17 Pupil Midwives. (Part I training).

Pupils accepted for training will be granted facilities to take Part II at one of the other County Council Hospitals which is approved for Part II training.

Salary. S.R.N. £65 per annum.

5 Student Nurses. Aged 18 years and over.

Salary. First year £40, Second year £45. Third year £50, Fourth year £60.

Full particulars from the **Area Public Assistance Officer, St. Michael's Square, Ashton-under-Lyne.**

GEORGE ETHERTON,
Clerk of the County Council.
County Offices, Preston.
21st April, 1944. (734)

KENT COUNTY COUNCIL COUNTY HOSPITAL, FARNBOROUGH, NR. BROMLEY

(Approved Training School for Nurses and Part I Midwifery)

Applications are invited for the following appointments:—

Assistant Sister Tutor, S.R.N., with Sister Tutor's certificate and teaching experience. Salary according to service within the appropriate Rushcliffe scale £200 to £250 a year by £10 increments. Residential emoluments. Uniform. Superannuation. Medical examination necessary.

Applications stating age, qualifications, experience and the names and addresses of two responsible persons to whom reference may be made as to professional ability to be sent to the Matron at the Hospital by 9th May, 1944.

County Hall, W. L. PLATTS.
Maidstone. Clerk of the County Council.
18th April, 1944. (777)

THE HOSPITAL OF ST. CROSS, RUGBY

160 Beds (normal) plus E.M.S.

Sister Tutor required. Resident. Rushcliffe scale of salary if holding teaching certificate, otherwise salary according to experience. F.S.S.N. & H.O. Applications to be sent to the Matron. (787)

CITY OF MANCHESTER CRUMPSALL HOSPITAL, CRUMPSALL, MANCHESTER, 8

(1,400 beds)

APPOINTMENT OF QUALIFIED ASSISTANT SISTER-TUTOR

(resident or non-resident)

Applications are invited for the above appointment. Candidates must be S.R.N. and possess a recognised Sister Tutor's qualification. Age 26 to 48 years.

Cash salary, if resident, £200 per annum rising to £250 with full residential emoluments valued at £120 per annum.

Cash salary, if non-resident, £285 per annum rising to £335, in accordance with the recommendations of the Rushcliffe Committee. Superannuation Scheme. Medical examination.

Applications are to be addressed to the Matron at Crumpsall Hospital. (740)

HEREFORDSHIRE COUNTY COUNCIL COUNTY COUNCIL HOSPITAL

Home Sister required, S.R.N. and Housekeeping Certificate. Rushcliffe scale. Apply Matron, County Council Hospital, Hereford. (646)

SURREY COUNTY COUNCIL

REDHILL COUNTY HOSPITAL (472 beds) **EARLSWOOD COMMON, REDHILL.**

ASST. SISTER TUTOR. Candidates must be S.R.N. and hold Sister Tutor's Certificate Rushcliffe salary and conditions. £200 x £10—£250 p.a. with residential emoluments valued at £120 p.a.

ST. HELIER COUNTY HOSPITAL (862 beds) **CARSHALTON.**

ASST. SISTER TUTOR. Candidates must be S.R.N. and hold Sister Tutor's Certificate Rushcliffe salary and conditions. £200 x £10—£250 p.a. with residential emoluments valued at £120 p.a.

SISTER-IN-CHARGE OF THEATRE UNIT. Candidates must be S.R.N. S.C.M., and have had wide experience in Theatre work. Rushcliffe salary and conditions. £130 x £10—£180 p.a., plus £20 p.a. after 10 years service plus allowance of £20 p.a. and residential emoluments.

All the above appointments are on the Council's permanent staff.

Apply to County Medical Officer, County Hall, Kingston-on-Thames. (813)

KENT COUNTY COUNCIL

LEYBOURNE GRANGE COLONY FOR MENTAL DEFECTIVES, WEST MALLING, KENT

(Extensions to 1,670 Beds)

Applications are invited for the post of **Home Sister.** Salary £165 rising by £10 to £205 plus a war addition of £16 to £20 per annum. Full residential emoluments.

Candidates must be fully trained State-registered in general nursing by examination and must possess the Certificate of Proficiency in the Nursing of Mental Defectives of the G.N.C., or the R.M.P.A., or alternatively, the Mental Nursing Certificate of the Council, or of the Association. Age not over 40 years.

With certain modifications as to conditions, the post might be offered on a temporary basis to suitable candidates under over 40 years of age, having a general nursing qualification only.

Forms of application may be obtained from the Medical Superintendent of the Colony.

County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council. (661)

DEWSBURY & DISTRICT GENERAL INFIRMARY, DEWSBURY

(100 Beds plus 80 E.M.S. Beds)

Home Sister required. Must have Sister's experience and preferably a housekeeping Certificate. Rushcliffe scale salary and F.S.S. in force. Applications giving age and experience together with names for reference to the Matron. (682)

CLAYTON HOSPITAL, WAKEFIELD

(180 beds)

Home and Relief Sister required. Salary Rushcliffe Scale. (Ward Sisters Salary plus F.S.S. in force. Uniform provided.

Apply stating age and giving full particulars training and experience to the Matron. (683)

ROYAL HOSPITAL FOR SICK CHILDREN YORKHILL, GLASGOW

Experienced **Night Sister** required, S.R.N. R.S.C.N. Salary according to Taylor scale. F.S.S.N. in force. Apply, giving full particulars, including Matron's name for reference to Matron. (497)

CITY HOSPITAL, REDNAL ROAD, NORTHFIELD, BIRMINGHAM

ASSISTANT NIGHT SISTER

Non-resident. Candidates must be State-registered Nurses with experience of tuberculosis nursing. Rushcliffe salary. Apply Matron. (650)

CHESHIRE JOINT SANATORIUM, MARKET DRAYTON, SALOP

Night Sister wanted. Rushcliffe salary and conditions in operation. Applications to the Matron. (532)

WEST CORNWALL HOSPITAL, PENZANCE

Wanted, **Night Sister,** S.R.N. S.C.M. Rushcliffe Scale, F.S.S.N.H.O. in force. Applications, with full details of experience and copies of testimonials, to be forwarded to the Matron. (55)

THE CHILDREN'S HOSPITAL SHEFFIELD (INC.)

Home Sister required. Salary according to the Rushcliffe scale. Federated Superannuation Scheme in force. Apply with particulars to Matron. (75)

THE QUEST HOSPITAL, DUDLEY

RECOGNISED TRAINING SCHOOL FOR NURSES

(141 Beds plus 246 E.M.S. Beds)

Night Sister required. Salary according to Rushcliffe scale. F.S.S.H.O. in force. Application with the fullest particulars to be made to Matron. (377)

STOCKTON AND THORNABY HOSPITAL, STOCKTON-ON-TEES

(135 Beds)

Assistant Night Sister (S.R.N.) required, with some Theatre experience. Salary according to Rushcliffe. (121)

ROYAL BERKSHIRE HOSPITAL, READING

Assistant Night Sister required, S.R.N. S.C.M., Theatre experience essential. Rushcliffe Scale of Salaries. F.S.S. in force. Apply Matron. (4)

THE MATERNITY HOSPITAL, DUNFERMLINE

PART I TRAINING SCHOOL (40 Beds)

Night Sister required. S.R.N., S.C.M. Must have held a Ward Sister's or Staff Nurse post in a Maternity Hospital. Salary according to Taylor Scale. Superannuation Scheme in force. Apply to the Matron with particulars of experience and references. (615)

CHESTERFIELD & NORTH DERBYSHIRE ROYAL HOSPITAL

Junior Night Sister required. Post becomes vacant in August. Theatre experience essential. Salary in accordance with Rushcliffe scale.

Apply to Matron for Form of Application. (719)

THE HAYWARDS HEATH HOSPITAL
AFFILIATED TRAINING SCHOOL
Ward Sister required in May. Rushcliffe scale of salaries. F.S.S. available. Uniform provided. Apply to Matron. (617)

THE LUTON AND DUNSTABLE HOSPITAL, LUTON, BEDS.
(214 Beds)
Night Superintendent required. S.R.N. Ward Sister's experience essential. Salary and emoluments in accordance with Rushcliffe scale. Federated Superannuation Scheme in force.
Apply with full particulars and Matron's name for reference to the Matron.
Theatre Sister required immediately, for six months. Salary and emoluments in accordance with the Rushcliffe scale.
Apply with Matron's name for reference to the Matron. (709)

DUMFRIES AND GALLOWAY ROYAL INFIRMARY
(230 Beds)
Assistant Night Sister required. S.R.N., theatre experience essential.
Salary according to Taylor scale. F.S.S. in force. Apply Matron. (635)

ROYAL CORNWALL INFIRMARY, TRURO
(250 Beds)
Night Superintendent required. Previous experience as a Ward Sister essential.
Rushcliffe scale of salaries. F.S.S. in force.
Apply, with particulars of training and experience to the Matron. (712)

IPSWICH BOROUGH GENERAL HOSPITAL
(262 Beds)
Night Sister required at above Hospital. This is a complete training school for men.
The person appointed will work under the direction of the Night Superintendent. Applicants must be State-registered Nurses, other than those qualified to practice midwifery who have so practiced within the past years, and/or those who have had experience in the nursing of mental cases and/or tuberculosis cases.
Salary according to Rushcliffe recommendations.
Apply to Matron, Ipswich Borough General Hospital, Heath Road, Ipswich. (713)

HARPENDEN AUXILIARY HOSPITAL, HERTS.
Ward Sister required. S.R.N., S.C.M. Rushcliffe scheme and F.S.S. in force. Apply Matron with full particulars and copies of testimonials. (723)

CITY OF SHEFFIELD
SOCIAL WELFARE DEPARTMENT
APPOINTMENT OF NIGHT SISTER IN SOLE CHARGE
(PERMANENT OR TEMPORARY)
Applications are invited for the appointment of Night Sister in Sole Charge, resident or non-resident, on the permanent official staff of the Fir Vale Institution, Sheffield.
The Committee are prepared also to receive applications for a temporary appointment for employment during the emergency period, and in this connection they are prepared to consider applications from married women possessing the necessary qualifications.
Candidates must be fully qualified State-registered Nurses.
Salaries and conditions of Service in accordance with the Rushcliffe scale.
The successful candidate will be required satisfactorily to pass a medical examination. If a permanent appointment will be subject to the provisions of the Local Government Superannuation Act, 1937.
Applications, giving full particulars of previous experience, qualifications, age, etc., should be addressed to the Matron, Fir Vale Institution, Sheffield 5.
W. STANSFIELD,
Director of Social Welfare.
Town Hall Chambers,
Surrey Street, Sheffield, 1.
April, 1944. (732)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, CHATHAM
COUNTY HOSPITAL, DARTFORD
(Approved Training Schools for Nurses)
Applications are invited for the following appointments. Salaries according to service in the appropriate Rushcliffe" scales as amended. Full residential emoluments. Uniform. Superannuation. Medical examination necessary.
(a) COUNTY HOSPITAL, CHATHAM
Night Sister-in-Sole Charge. S.R.N., S.C.M. £115—£10—£225 a year.
(b) COUNTY HOSPITAL, DARTFORD
Ward Sisters (2) S.R.N., S.C.M., Salary £105 to £200 a year.
Application forms and particulars obtainable from the Matron at the Hospital, to whom completed applications should be sent by 15th May, 1944.
County Hall, W. L. PLATTS,
Maidstone, Clerk of the County Council.
April, 1944. (776)

THE SKIN HOSPITAL, BIRMINGHAM
(60 Beds)
Night Sister required. S.R.N. Salary according to Rushcliffe scale. Federated Superannuation Scheme in force. (807)

SURREY COUNTY COUNCIL.

PUBLIC HEALTH DEPARTMENT

Nursing Staff required :—

HOME SISTER (temp. war-time appt) at :—
Dorking County Hospital, Horsham Road, Dorking.

Candidates must be S.R.N. Rushcliffe salary and conditions of service. £130x£10—£180 p.a. plus an allowance of £15, plus £20 after 10 years service and residential emoluments.

MIDWIFERY SISTER at :—
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

Candidates must be S.C.M., S.R.N., and have had experience as Staff Midwife. Rushcliffe salary and conditions. £150 x £10—£200 p.a. plus £20 after 10 years. Residential emoluments.

WARD SISTERS at—
Surrey County Sanatorium, Milford, Nr. Godalming.
St. Helier County Hospital, Carshalton. (Chest Unit).

Candidates must be S.R.N. and preferably hold T.A. Certificate, and have had experience as a Staff Nurse. Rushcliffe salary grade, £140 x £10—£190 p.a. plus £20 after 10 years service, plus residential emoluments.

Redhill County Hospital, Earlswood Common, Redhill.
(Also for holiday duties).
St. Helier County Hospital, Carshalton. (Night duty, S.R.N. and S.C.M. and Children's Wards S.R.C.N.)
Dorking County Hospital, Horsham Road, Dorking.
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.
(Holiday Duties).

Candidates must be S.R.N. and have had experience as a Staff Nurse. Rushcliffe salary and conditions. Grade £130 x £10—£180 p.a. plus £20 after 10 years service, plus emoluments.

NIGHT SISTER at :
Ewell Park Hospital, London Road, Ewell,
(Longstanding male patients only.) Candidates must be S.R.N. Rushcliffe salary and conditions. £130 x £10–£180 p.a. plus £20 after 10 years service. Residential emoluments.

THEATRE SISTER at—
Woking War Hospital, Oriental Road, Woking.
(Temporary war-time appointment)
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.
Redhill County Hospital, Earlswood Common, Redhill.
(Temporary appointment.)

Candidates must be S.R.N. and have had Theatre experience. Rushcliffe salary and conditions £130 x £10—£180 p.a. plus £20 after 10 years service, plus residential emoluments.

APPLICATIONS FOR PRECEDING APPOINTMENTS to the COUNTY MEDICAL OFFICER, COUNTY HALL, KINGSTON-ON-THAMES.

MIDWIFERY PUPILS at—
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.
(Part I training).
Epsom County Hospital, Dorking Road, Epsom.
(Part II training).
St. Helier County Hospital, Carshalton.
(Part II training).

Salary £65 p.a. plus emoluments. Rushcliffe conditions.

MALE MENTAL NURSES (temp., non-resident) for observation wards at :
St. Helier County Hospital, Carshalton.
Kingston County Hospital, Wolverton Avenue, Kingston-on-Thames.

Applicants should have R.M.P.A. Certificate or be a Registered Mental Nurse. £4.16.6 x 5s.—£5.11.6 p.w. plus uniform or protective clothing.

MALE ASSISTANT NURSES (temp., non-resident) at :
Dorking County Hospital, Horsham Road, Dorking.
Warren Road Hospital, Guildford.
Cumberland House Hospital, Whitford Gardens, Mitcham.

Catagories C. and D. £4.3.6 x 4s.—£4.11.6. p.w.
Catagory E. £3.17.6 p.w. plus uniform or protective clothing. Rushcliffe salary and conditions.

Application forms and full particulars from the appropriate Matron. (816)

PRINCESS ALICE MEMORIAL HOSPITAL, EASTBOURNE
Night Sister required. Ward Sister experience essential. Rushcliffe scale and F.S.S. in force. Apply with details of training and experience and stating age, to the Matron. (755)

SWINDON AND NORTH WILTS VICTORIA HOSPITAL, SWINDON, WILTS
(Complete Training School for Nurses)
(86 Beds)
Theatre Sister required in May. Rushcliffe scale in force, also F.S.S.S.N. & H.O. Apply with full particulars to Matron. (632)

SURREY COUNTY COUNCIL

WOKING WAR HOSPITAL (200 beds) **ORIENTAL ROAD, WOKING**

NIGHT SUPERINTENDENT. (Temp. for duration of war). Candidates must be S.R.N., and have had experience as a Sister. Rushcliffe service conditions and salary £130 x £10—£180 p.a. plus an allowance of £40 p.a. and full residential emoluments.
Apply to Matron (814)

LORD MAYOR TRELOAR CRIPPLES' HOSPITAL, ALTON, HANTS.
(355 Beds)
Night Sister required in May, one of two. Salary in accordance with the Rushcliffe scale. F.S.S. in force.
Apply, sending stamped addressed envelope to the Matron. (771)

BISHOP'S STORTFORD HOSPITAL RYE STREET, BISHOP'S STORTFORD
(70 Beds plus 15 E.M.S. Beds.
Sister required (S.R.N.) for Theatre and small Outpatients Dept. Rushcliffe scale in operation. Particulars to the Matron. (778)

COUNTY COUNCIL OF THE WEST RIDING OF YORKSHIRE

PUBLIC HEALTH DEPARTMENT

Applications are invited for the following appointments :—

COUNTY HOSPITAL, OTLEY
Home Sister (Resident) Salary scale £145—£10—£195.
Applicants must be general trained and hold the housekeeping certificate of a recognised Training School. Previous experience in Home duties preferred but not essential.

SCOTTON BANKS SANATORIUM, KNARESBOROUGH
Ward Sister (Resident). Salary scale £140—£10—£190. Must be S.R.N.

MIDDLETON-IN-WHARFEDALE SANATORIUM, ILKLEY
3 Ward Sisters. Must be S.R.N.
One for Children's Orthopaedic Ward and one for Adult Male Orthopaedic Ward. Salary scales £140—£10—£190 if resident. £210—£10—£260 if Non-resident.

CARDIGAN SANATORIUM, NEAR WAKEFIELD
Ward Sister (Resident). Salary scale £140—£10—£190. Must be S.R.N.

Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee.

The above posts are designated under the Local Government Superannuation Act, 1937.

Forms of application can be obtained from the County Medical Officer, County Hall, Wakefield.

BERNARD KENYON,
Clerk of the County Council.
County Hall, Wakefield.
17th April, 1944. (746)

WEMBLEY HOSPITAL, WEMBLEY, MIDDLESEX
COMPLETE TRAINING SCHOOL FOR NURSES (118 Beds)
Theatre Sister required. Salary and emoluments in accordance with the Rushcliffe scale. Application giving full particulars of training and experience and giving a Matron's name for reference, to be made to the Matron. (747)

ST. JOHN'S HOSPITAL, LEWISHAM, S.E.13.
Applications are invited for the position of **Theatre Sister** at the above mentioned hospital. Candidates must be State-registered Nurses and preference will be given to those with recent experience of Theatre Sister's duties. Salary in accordance with the recommendations of the Rushcliffe Committee. An exemption certificate has been obtained in respect of this appointment and this advertisement is published by the permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order 1943. Applications to the Matron immediately. (830)

CITY OF SHEFFIELD NETHER EDGE HOSPITAL
Temporary **Ward Sister** required for T.B. Male Ward and to take Night Duty when required. Married nurses may apply. Salary according to Rushcliffe scale, within range £140—£190 p.a. plus residential emoluments.
Apply stating age, full particulars of previous experience to Matron, Nether Edge Hospital, Sheffield, 11. (435)

ROYAL HOSPITAL FOR SICK CHILDREN, YORKHILL, GLASGOW
Ward Sisters required, S.R.N., R.S.C.N. Salary according to Taylor scale. F.S.S.N. in force. Apply, giving full particulars, including Matron's name for reference, to Matron. (498)

WEST BROMWICH AND DISTRICT GENERAL HOSPITAL
FOR RE-OPENING OF WARDS
Ward Sister required for Children's Ward (24 Cots). Salary according to Rushcliffe scale. F.S.S.N. in force. Candidates must be State-registered and preference given to one with children's training. Board and uniform provided. Apply Matron. (543)

CITY HOSPITAL, REDHAL ROAD, NORTHFIELD, BIRMINGHAM
(Affiliated Training School with Dudley Road Hospital)
WARD SISTERS
Candidates must be State-registered nurses on the General Register, preferably with tuberculosis experience. Rushcliffe salary. Apply to Matron. (505)

WEST BROMWICH AND DISTRICT GENERAL HOSPITAL
FOR RE-OPENING OF WARDS
Ward Sister required for Male Medical Ward 19 beds (3 opthalmic beds). Candidate must be State-registered. Salary according to Rushcliffe scale. F.S.S.N. in force. Board and uniform provided. Apply Matron. (545)

COUNTY BOROUGH OF SOUTHAMPTON
BOROUGH GENERAL HOSPITAL, SHIRLEY WARREN, SOUTHAMPTON
Sister required to assist the Sister Tutor for the Preliminary Training School. (One requiring experience in teaching in preparation for Sister Tutor's certificate).
The Rushcliffe Report has been adopted, and the commencing salaries and conditions in the Report will be applicable to the above appointments.
Forms of application may be obtained from the Medical Officer of Health, Civic Centre, Southampton.
H. C. MAURICE WILLIAMS,
Medical Officer of Health. (574)

HAMPSHIRE HOME OF RECOVERY, UPPER BASSETT, SOUTHAMPTON
Sister required. Work mainly surgical convalescents. Salary £130 plus £10 p.a. uniform allowance. Federated Superannuation Scheme. Apply Matron. (604)

CITY SANATORIUM, YARDLEY GREEN ROAD, BIRMINGHAM 9
SISTER FOR PATIENTS' DINING AND RECREATION ROOM
Candidates must be State-registered nurses, preferably with T.A. Certificate. This post is suitable for a slightly older nurse who is interested in the Tuberculosis Service. Ward Sister's salary. Apply to Matron. (619)

CITY SANATORIUM, YARDLEY GREEN ROAD, BIRMINGHAM 9
WARD SISTER, FEMALE MEDICAL WARD
For re-opening of wards. Candidates must be State-registered nurses preferably with T.A. Certificate. Rushcliffe salary. Apply to Matron. (618)

THE CHELTENHAM HOSPITAL FOR CHILDREN
Ward Sister required for Medical Ward. S.R.N., S.R.C.N. Rushcliffe Salaries and Superannuation Scheme in force. Apply with Matron's name for reference to Matron. (621)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943

Applications are invited for the following appointments, the salaries, etc., of which are governed by the appropriate REPORTS OF THE RUSHCLIFFE COMMITTEE. All the posts are "resident" as defined by the Reports, except where marked *, in which case candidates may be "non-resident" if they so desire. Appointments are subject to medical examination and unless otherwise stated are established and pensionable. Application forms and full particulars can be obtained from the **Matron "D" of the Hospital at which appointment is desired.**

A. APPOINTMENTS GOVERNED BY FIRST REPORT OF NURSES SALARIES COMMITTEE

ASSISTANT MATRON

Scale £275 by £15 to £335 p.a.

West Middlesex County Hospital, Isleworth, Mx. S.R.N. and S.C.M. with good administrative experience in general hospital essential.

QUALIFIED ASSISTANT SISTER TUTORS

***North Middlesex County Hospital, Edmonton, N.18.** For Preliminary Training School; ward sister's experience required.

***Staines County Hospital, Ashford, Mx.**

***West Middlesex County Hospital, Isleworth, Mx.** Two required (additional staff); S.C.M. essential.

DEPARTMENTAL SISTER — OUT-PATIENT DEPARTMENT

Ward Sister's scale, plus £20 p.a.

***Hillingdon County Hospital, near Uxbridge, Mx.**

DEPARTMENTAL SISTER (ADMINISTRATIVE)

Ward Sister's scale, plus £20 p.a.

West Middlesex County Hospital, Isleworth, Mx.—Administrative experience preferred; unestablished staff.

NIGHT SISTERS

(Working under Night Superintendent)

(i) Sanatorium rate.

***Harefield County Hospital, Harefield, Mx.** T.A. certificate an advantage.

(ii) Hospital rate.

***Central Middlesex County Hospital, Park Royal, N.W. 10.** Must have Part I of C.M.B. certificate and experience as ward and theatre sister.

***Chase Farm Hospital, Enfield, Mx.** Experience as ward and theatre sister required.

***Hillingdon County Hospital, near Uxbridge, Mx.** Three required; must have Part I of C.M.B. certificate and be able to instruct student nurses.

***West Middlesex County Hospital, Isleworth, Mx.**

WARD SISTERS AND SISTERS

(i) Sanatorium rate—

Danesbury Convalescent Home for Tb. Women, Welwyn, Herts. Junior administrative Sister required; suitable post for anyone wishing to gain experience in housekeeping and administrative duties.

MIDDLESEX COUNTY COUNCIL

Clare Hall County Hospital, South Mimms, Mx.—Experience in nursing tuberculous cases essential; T.A. certificate an advantage; opportunity of qualifying for this certificate if desired.

***Harefield County Hospital, Harefield, Mx.** (a) Relief Sister and (b) Ward Sister required; T.A. certificate an advantage; good experience in major chest surgery preferred; must be willing to do night duty if required.

(ii) Hospital rate—

***Central Middlesex County Hospital, Park Royal, N.W.10. Children's Ward Sister** required. S.R.N. and Registered Sick Children's Nurse essential; additional £10 p.a., paid for latter qualification.

***Harefield (E.M.S.) Hospital, Harefield, Mx.** (a) Relief Sister and (b) Ward Sister required; must be willing to do night duty if required.

***Staines County Hospital, Ashford, Mx.**—required for general wards.

***West Middlesex County Hospital, Isleworth, Mx.**—Three required; (a) to take charge of **Milk Kitchen** in very busy maternity department; must be S.R.N. and Registered Sick Children's Nurse, with special experience in this type of work. (b) S.R.N. and Registered Sick Children's Nurse required with special experience of breast and supplementary feeding of newly born infants. Additional £10 p.a. paid for Sick Children's certificate for (a) and (b). (c) for busy medical ward—must be S.R.N. with part I of C.M.B. certificate; special experience in skin cases an advantage.

STAFF NURSES

Candidates must be over 41 years of age.

(i) Sanatorium rate:—

***Clare Hall County Hospital, South Mimms, Mx.**—established and unestablished staff; T.A. Certificate an advantage; opportunity of qualifying for this certificate if desired.

(a) for work in busy sanatorium theatre (chest surgery)—Theatre experience essential.

(b) for sanatorium wards.

***Harefield County Hospital, Harefield, Mx.**—Established and unestablished staff; T.A. certificate an advantage; opportunity of qualifying for this certificate if desired.

(a) for thoracic theatre permanently (major chest surgery—excellent opportunity of gaining experience in nursing thoracic cases treated by most modern surgical methods).

(b) for sanatorium wards.

(ii) Hospital rate:—

***Chase Farm Hospital, Enfield, Mx.**

***Harefield (E.M.S.) Hospital, Harefield, Mx.**—Established and unestablished staff; (a) for Children's Unit (S.R.N. General) with Children's experience or Registered Sick Children's Nurse essential—additional £10 p.a. if on both General and Sick Children's parts of State Register). (b) for Theatre permanently (good surgical experience preferred).

(c) for general wards.

***Hillingdon County Hospital, near Uxbridge, Mx.**—for day or night duty. (a) for Theatre. (b) for Out-Patient Department. (c) for general wards.

NURSES WITH T.A. CERTIFICATE

Candidates must be over 41 years of age.

***Clare Hall County Hospital, South Mimms, Mx.**—Established and unestablished staff.

***Harefield County Hospital, Harefield, Mx.**—Established and unestablished staff.

ASSISTANT NURSES

Candidates must be over 41 years of age. Some hospital nursing experience essential.

(i) Sanatorium rate:—

***Clare Hall County Hospital, South Mimms, Mx.**—Established and unestablished staff; opportunity of qualifying for T.A. certificate if desired.

***Harefield County Hospital, Harefield, Mx.**—Established and unestablished staff; (a) for thoracic surgical unit (good surgical experience preferred; excellent opportunity of gaining experience in nursing thoracic cases treated by most modern surgical methods). (b) for sanatorium wards. Opportunity for qualifying for T.A. certificate if desired.

***North Middlesex County Hospital, Edmonton, N.18.**—Required for Tuberculosis Wards.

(ii) Hospital rate:—

***Harefield (E.M.S.) Hospital, Harefield, Mx.**—Established and unestablished staff.

***Hillingdon County Hospital, near Uxbridge, Mx.**

STUDENT NURSES

Candidates must be over 17 years, single girls or widows of sound health. Resident and unestablished appointments. Superannuation contributions payable by candidates over 18 years. After passing final State Examination, suitable candidates accepted for midwifery training.

TRAINING IN GENERAL NURSING

Students required at:

Central Middlesex County Hospital, Park Royal, N.W.10.

Chase Farm Hospital, Enfield, Mx. Vacancies for 31.7.44 & 2.10.44.

Harefield (E.M.S.) Hospital, Harefield, Mx.

Hillingdon County Hospital, near Uxbridge, Mx. Vacancies for 4 yr. course. 6.6.44; immediate vacancies for 2 year course.

North Middlesex County Hospital, Edmonton, N.18.

Redhill County Hospital, Edgware, Mx.

Staines County Hospital, Ashford, Mx. Vacancies for 2 year course 1.6.44.

West Middlesex County Hospital, Isleworth, Mx. Vacancies for May and Aug., 1944.

Four year course (including three months preliminary trial period). Candidates are prepared for preliminary and final State Examinations in general nursing. Nurses whose names are on supplementary part of State Register accepted, at hospitals indicated, for two year course of training for State Final Examination.

DUAL TRAINING

in general and tuberculosis nursing:.

Students required at:

Clare Hall County Hospital, South Mimms, Mx. Affiliated Training School. Students spend two years training for preliminary State Examination and Tuberculosis Association certificate. They are then transferred to one of Council's general hospitals for completion of general training in preparation for final State Examination.

Harefield County Hospital, Harefield, Mx. Students spend two years in chest wards training for preliminary State Examination in general nursing and Tuberculosis Association certificate; last two years are spent in general wards of E.M.S. hospital, training for final State Examination.

B. APPOINTMENTS GOVERNED BY REPORT OF MIDWIVES SALARIES COMMITTEE

STAFF MIDWIVES

Candidates must be over 41 years of age.

***Hillingdon County Hospital, near Uxbridge, Mx.**—S.R.N. & S.C.M., or S.C.M. only.

***West Middlesex County Hospital, Isleworth, Mx.** S.R.N. & S.C.M. essential.

MIDWIFERY TRAINING

(i) **PUPIL MIDWIVES FOR PART I OF C.M.B. CERTIFICATE**

North Middlesex County Hospital, Edmonton, N.18.—Vacancies for 1.7.44.

West Middlesex County Hospital, Isleworth, Mx.—Vacancies for Aug. and Nov. 1944.

State-registered Nurses accepted for six months' course of training for Part I of C.M.B. examination. Training and certificate in Obstetric Analgesia also given. Successful candidates may proceed to further six months course for Part II in other Middlesex County Council Hospitals. Unestablished staff.

(ii) **PUPIL MIDWIVES FOR PART II OF C.M.B. CERTIFICATE**

Hillingdon County Hospital, near Uxbridge, Mx. Immediate vacancies.

State-registered Nurses who hold a certificate of having passed first examination of C.M.B. accepted for six months' course of training for Part II of certificate. Unestablishd staff.

C. W. RADCLIFFE,
Clerk of the County Council. (820)

THE ROYAL HOSPITAL, WOLVERHAMPTON
(Incorporated under Charter)
WOMEN'S HOSPITAL

Sister required (S.C.M., S.R.N.) for holidays and relief work. The Rushcliffe scale adopted. The Hospital is affiliated to the Federal Superannuation Scheme.

Application to the Principal Matron, The Royal Hospital, Cleveland Road, Wolverhampton. (623)

COUNTY BOROUGH OF TYNEMOUTH
SOCIAL WELFARE COMMITTEE
PRESTON EMERGENCY HOSPITAL
NON-RESIDENT WARD SISTER

Applications are invited for the appointment of **Ward Sister**, S.R.N., at the above hospital. The salary will be in accordance with the Rushcliffe Salaries scales, and the appointment will be subject to the provisions of the Local Government Act, 1937.

The successful candidate will be required to pass a Medical Examination. Applications stating age and experience with not more than three recent testimonials must be forwarded to the Director of Social Welfare, 4, Northumberland Square, North Shields, as soon as possible.

FRED G. EGNER, Town Clerk. (599)

HULL ROYAL INFIRMARY.

Holiday Relief Sister required immediately for the Sutton Branch Hospital. Salary according to the Rushcliffe scale. Federated Superannuation Scheme in force. Apply with full particulars to the Matron. (703)

PRINCESS LOUISE KENSINGTON HOSPITAL FOR CHILDREN, ST. QUINTIN AVENUE, NORTH KENSINGTON, W.10.

Sister required for Out-Patients Dept. Salary according to Rushcliffe scale. Apply with full particulars to the Matron. (636)

GERMAN HOSPITAL, BRITISH E.M.S. DALSTON, E.8.

Holiday Relief Sister with view to permanency required. Rushcliffe scale and F.S.S. in force. 48 hrs. week. Apply with particulars and copies of recent testimonials or names for reference to Matron. (647)

ROYAL BERKSHIRE HOSPITAL, READING

Vacancy for **Sister in Charge** of Ophthalmic Dept. S.R.N. with Ophthalmic Training. Rushcliffe scale of salary. Federated Superannuation Scheme in force. Apply Matron. (705)

YORK MATERNITY HOSPITAL
PART (II) TRAINING SCHOOL

Applications are invited for a **Midwifery Sister** at the above Training School. The Rushcliffe Scale of Salaries is in operation and the appointment is subject to the Local Government Superannuation Act.

Apply with full particulars and copies of recent testimonials to :—The Matron, York Maternity Hospital, Acomb, York. (641)

WILLESDEN DISTRICT NURSING ASSOCIATION

State-registered Nurses required to qualify for Queen's Roll. Cyclists preferred. Rushcliffe scale salary. F.S.S. in force. Apply Superintendent, Willesden District Nursing Association, 19 Park Avenue, Willesden Green, N.W.2. (17)

MANSFIELD & DISTRICT GENERAL HOSPITAL, MANSFIELD, NOTTS.
(190 Beds)

Relief Sister required, S.R.N., S.C.M. Permanent post. Salary in accordance with the Rushcliffe scale. Uniform provided. F.S.S. in force.

Vacancies by permission of the Ministry of Health.

Apply stating age and full particulars with copies of testimonials to Matron. (764)

CHESTERFIELD & NORTH DERBYSHIRE ROYAL HOSPITAL

Medical Ward Sister required. Post becomes vacant in August. Salary in accordance with Rushcliffe scale.

Apply to Matron for Form of Application. (718)

LEICESTERSHIRE COUNTY COUNCIL

The Council invite applications for the following appointents, viz.:—

Sister (S.R.N. & S.C.M.) at Market Harborough Institution.

Trainee Assistant Nurse at Bosworth Park Infirmary, Market Bosworth, Market Harborough and Melton Mowbray Institutions.

Salaries, sick pay allowances, etc., in accordance with the Rushcliffe Report.

These appointments will be with residential allowances and uniform will be provided during employment. The provisions of the Superannuation Act apply to all appointments.

Applications in candidate's own handwriting stating age, marital condition, experience, qualifications (if any), etc., together with copies of three recent testimonials should be forwarded to the Director of Public Assistance, Leicestershire County Council, 6, St. Martin's, Leicester, forthwith. (724)

GT. YARMOUTH GENERAL HOSPITAL

Holiday Sister required for six months. Rushcliffe scale of salary. Superannuation scheme in force. Apply with full particulars to the Matron. (725)

WILTS COUNTY COUNCIL

Sister required for Harnwood Tuberculosis Hospital with State-registered certificate and tuberculosis experience.

Salary and conditions of service in accordance with the recommendations of the Rushcliffe Committee.

The appointment will be subject to the provisions of the Local Government Superannuation Act, 1937.

Apply stating experience, and giving references to the Matron, Harnwood Tuberculosis Hospital, Salisbury. (752)

CITY (INFECTIOUS) HOSPITAL SOUTH GRAFTON STREET, LIVERPOOL, 1

Ward Sister required. Candidates must possess general and fever training certificates, be State-registered and have had experience in infectious diseases. Salary and emoluments in accordance with the Rushcliffe scale. Apply Matron. (728)

COUNTY BOROUGH OF READING PARK HOSPITAL
APPOINTMENT OF WARD SISTERS

Applications are invited for the posts of

(a) **Ward Sister** for tuberculosis block;

(b) **Relief Sister.**

Salaries and conditions of service in accordance with the terms of the Rushcliffe scale.

Applicants must be State-registered Nurses, general and fever trained.

The appointment will be subject to the Local Government Superannuation Act, 1937, and the successful candidates must pass a medical examination.

Applications, stating age and experience, accompanied by copies of three recent testimonials, to be sent as soon as possible, to the Matron, Park Hospital, Reading.

C. S. JOHNSON,
Town Clerk.

Town Hall,
Reading.
April, 1944. (788)

WARD SISTER

(medical) R.S.C.N., S.R.N., wanted for In-patient Country Branch at Bayford (Herts.) 27 beds.

HOLIDAY SISTERS

(two) wanted for General Relief Duties in London and Branches.

In both cases, salaries on Rushcliffe scale: Federated Superannuation.

Apply to the Matron,

QUEEN ELIZABETH HOSPITAL for Children, Hackney Road, London, E.2. (548)

WEYMOUTH AND DISTRICT HOSPITAL, WEYMOUTH, DORSET

Holiday Sister required at an early date. Experience as Ward Sister essential. Salary according to Rushcliffe Committee's scale. Apply, with full particulars, and Matron's name for reference to the Matron. (750)

THE HALIFAX GENERAL HOSPITAL, HALIFAX
(400 Beds)
GENERAL & MIDWIFERY TRAINING SCHOOL

Applications are invited for the following appointments:—

Ward Sister, S.R.N., S.C.M. (Part I) for Male (Elderly) Medical Ward and Side Beds for Puerperal Cases.

Ward Sister, S.R.N. for Male (Elderly) Surgical Ward.

Resident or non-resident posts.

Salary in accordance with the Rushcliffe Scale.

Apply for particulars to Matron. (800)

HARLOW WOOD ORTHOPAEDIC HOSPITAL, NEAR MANSFIELD, NOTTS
(355 beds)

Sister required for Children's Ward. Orthopaedic experience desirable. Rushcliffe scale of salaries. F.S.S.N. in force. Applications, with full particulars, to Matron. (825)

ROYAL BERKSHIRE HOSPITAL READING

Holiday Sister required at an early date. Administrative experience an advantage. Rushcliffe scale of salaries. Apply Matron. (789)

ROYAL BERKSHIRE HOSPITAL, READING

Vacancy for **Sister** in charge E.N.T. Wards and Theatre. Previous experience essential. Rushcliffe scale of salaries. Federated Superannuation Scheme in force. Apply Matron. (790)

BERKSHIRE COUNTY COUNCIL
VACANT NURSING APPOINTMENTS

Applications are invited for the following appointments:—

Midwifery Sisters for Maidenhead, Newbury and Wokingham Institutions.

Ward Sister, S.R.N., S.C.M., for Wallingford Institution.

Ward Sister, S.R.N., and **Night Sister**, S.R.N., S.C.M., for Maidenhead Institution.

Charge Nurse, S.R.N. (with knowledge of mental patients preferred) for Easthampstead Institution.

Salaries for the above posts are paid in accordance with the Rushcliffe recommendations which have been adopted by the Council.

Charge Nurse, R.M.P.A., required for the Women's Ward (50 beds) Easthampstead Institution. Commencing salary £100 per annum, plus bonus.

Applications to be made on forms obtainable from the County Public Assistance Office, 3 Abbot's Walk, Reading. (792)

QUEEN'S INSTITUTE OF DISTRICT NURSING

Under the exemption order granted by the Ministry of Labour the Queen's Institute invites applications from State-registered Nurses for the Queen's Roll. Rushcliffe scale of salary during and after training. Nurses trained for work in town or country. Apply Queen's Institute of District Nursing, 57, Lower Belgrave Street, London, S.W.1., or Nursing training home.

Midwifery training given by the Institute to suitable candidates. (796)

QUEEN'S INSTITUTE OF DISTRICT NURSING
SCOTTISH BRANCH
DISTRICT TRAINING

Applications are invited from State Registered Nurses.

Midwifery Training is given after completion of District Training. Applicants holding the first Certificate are given Part II Training under the Institute provided that entry for District Training is made immediately after completion of Part I Training.

Salaries are in accordance with Taylor Report.

Apply Superintendent for Scotland, 26, Drumsheugh Terrace, Edinburgh. (26)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
ST. JAMES'S HOSPITAL
(1296 Beds)

Applications are invited for the post of **Radiographer** (non-resident) at the above Hospital.

Candidates must hold the diploma of membership of the Society of Radiographers.

Under the present salaries scale of the Corporation the commencing salary for the post is £200 per annum, rising to a maximum of £260 per annum by annual increments of £15, subject to satisfactory service. Cost of living bonus (at present £50 per annum) granted by the Council. The first increment will take effect on the 1st April following the completion of twelve months' service. Previous experience will be taken into account when determining the commencing salary.

The person appointed will be required to

(continued in next column)

The advertisement for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

London County Council

SISTERS

are required at

QUEEN MARY'S HOSPITAL FOR CHILDREN, CARSHALTON, and in the Council's CHRONIC SICK HOSPITALS. Applicants must be State-registered general trained nurses.

Salary and emoluments in accordance with Rushcliffe scales.

Apply to the Acting Matron-in-Chief, County Hall, Westminster Bridge, London, S.E.1.

(190/13)

pass a medical examination and to contribute to the Local Government Superannuation Act, 1937.

Applications, stating age and experience, together with copies of three recent testimonials and endorsed "Radiographer," must be received at the Public Health Department (Hospitals Administrations Section), 12, Market Buildings, Vicar Lane, Leeds, 1, not later than 10 a.m., on Saturday, 6th May, 1944.

Canvassing in any form, either directly or indirectly, will be a disqualification.

This advertisement is issued by arrangement with the Society of Radiographers Appointments Bureau.

J. JOHNSTONE JERVIS,
Medical Officer of Health.
(631)

CITY OF LEEDS
PUBLIC HEALTH DEPARTMENT
RADIOGRAPHER — MASS RADIOGRAPHY DEPARTMENT

Applications are invited for the post of **Radiographer** from candidates holding the diploma of the Society of Radiographers. Applicants must have had previous experience

(continued in next column)

and be competent technicians.

The commencing salary is £200 and the present grading scheme of the Corporation provides, subject to satisfactory service, for annual increments of £15 to a maximum of £260. Cost of living bonus (at present £50) is also payable. The first increment will take effect on 1st April following the completion of twelve months satisfactory service. Previous experience will be taken into account in determining the commencing salary.

The successful candidate will be required to undergo a medical examination and contribute to the Superannuation Fund.

Applications, on a form to be obtained from the undersigned, together with copies of three recent testimonials, and endorsed "Radiographer" must be delivered to the Health Department, Room 20, 12, Market Buildings, Leeds, 1, not later than 10 a.m. on Monday, May 8th, 1944. Candidates must furnish information as to their position under the National Service Acts, medical fitness and deferment.

Canvassing in any form, either directly or indirectly, will be a disqualification.

J. JOHNSTONE JERVIS,
Medical Officer of Health.
(745)

CITY AND COUNTY OF BRISTOL
DEPARTMENT OF PUBLIC HEALTH

Applications are invited for the following appointments :—

All appointments are subject to satisfactory medical examination and permanent appointments are-Superannuable. Salaries will be in accordance with the Rushcliffe Reports.

RESIDENT APPOINTMENTS.

WARD SISTERS.
Charterhouse-on-Mendip Hospital, Near Blagdon, Somerset—Tuberculosis.
Ham Green Hospital, Pill, Near Bristol—Fever.
Snowdon Road Hospital, Bristol—General.

STAFF NURSES.
(Candidates must be over 41 years of age).
Charterhouse-on-Mendip Hospital—Tuberculosis.
Snowdon Road Hospital, Bristol—General.
Ham Green Hospital and Sanatorium, Pill, Near Bristol—Tuberculosis.
Frenchay Park Sanatorium, Bristol (for children)—Tuberculosis.
Southmead Municipal General Hospital—Maternity.

NIGHT SISTER.
Charterhouse-on-Mendip Hospital, Blagdon. Salary £155 x £10—£205 per annum.

STUDENT NURSES.
Ham Green Hospital and Sanatorium, Pill, Near Bristol. Age not less than 17½ years. Two years' fever training. Successful candidates eligible to take 2 years general training course at Southmead General Hospital, Bristol. Posts unestablished, superannuable.

NON-RESIDENT APPOINTMENTS.

DOMICILIARY MUNICIPAL MIDWIVES (RELIEF).
Municipal Midwives at salaries in accordance with the Midwives Salaries Committee Report.
Candidates must be S.R.N. and S.C.M. Suitable applicants will have the opportunity of assisting in the training of Pupil Midwives. Furnished accommodation available.

HEALTH VISITORS (TEMPORARY).
(Candidates must be over 41 years of age). S.R.N., S.C.M., H.V. Diploma. Salary £250—£285 per annum plus war bonus of £35 per annum and emoluments valued at £13 per annum. (Rushcliffe Report to be adopted).

TEMPORARY MASSEUSE.
Frenchay Park Hospital and Sanatorium, Frenchay, Near Bristol.
Candidates must be members of C.S.M.M.G., Salary £210 per annum by increments of £10 to £250 per annum plus war bonus of £35 per annum plus £5 per annum for uniform.

TEMPORARY OCCUPATIONAL THERAPIST
Qualified—Salary £250—£300 per annum plus war bonus of £35 per annum.

ASSISTANT OCCUPATIONAL THERAPIST.
Salary £200 per annum plus war bonus of £35 per annum.

Application forms in respect of hospitals can be obtained from Matrons of respective hospitals and for other appointments from the Medical Officer of Health, Kenwith Lodge, Westbury Park, Bristol, 6. (831)

HERTFORD COUNTY HOSPITAL, HERTFORD

Physiotherapist required for Senior position in modern and well equipped Physiotherapy Department. Applicants must be fully qualified and experienced. Salary according to B.H.A. scale. F.S.S. in force. Apply to the Matron through the Chartered Society of Physiotherapy. (557)

VICTORIA HOME FOR INVALID CHILDREN, CLEWER LODGE, WINDSOR

State-registered **Sister** required, with general and children's training. Knowledge of housekeeping would be an added asset. Salary according to Rushcliffe scheme. Apply Matron. (513)

WINSLEY SANATORIUM, NR. BATH
(135 Beds, M. & F.)

Required, **Staff Nurse**, State-registered, with Tuberculosis Association Certificate, also **State-registered Nurse** wishing to take Certificate.

Assistant Nurses.

Probationer Nurses, for 2 years' course of training for Tuberculosis Assn. Exam.

Salaries according to Rushcliffe Scale. Federated Superannuation Scheme in force. Apply with particulars to Matron. (598)

HOSPITAL AND OTHER VACANCIES

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

MID-SUSSEX JOINT HOSPITAL BOARD ISOLATION HOSPITAL, HASSOCKS, SUSSEX

Matron required, at 1st July, 1944, General and Fever trained, at above small country hospital with Cubicle Block. Beds 42. Salary and conditions, Rushcliffe Scale.

The post is designated under the Superannuation Acts, and the successful candidate will be required to pass a medical examination.

Applications, in own handwriting, together with copies of Certificates and three recent testimonials, must be received by the undersigned not later than the first post on Thursday the 4th May next.

LEONARD MANWARING,
Clerk to the Board.

Rural Council Offices,
Boltro Road, Haywards Heath.
14th April, 1944. (628)

ST. LUKE'S HOSPITAL, MANCHESTER

Wanted a State-registered Nurse for the position of **Matron** in charge. Salary £250 per annum and emoluments. Apply with references to Mr. A. Stonex, 5 Newton Street, Piccadilly, Manchester 1. (759)

KENT COUNTY COUNCIL
WAR-TIME DAY NURSERY, TONBRIDGE

Matron required, S.R.N. or S.R.C.N., preferably with experience of healthy children. 50 unit Nursery. Salary £225 to £295 a year by annual increments of £10 in accordance with Rushcliffe scales, together with meals whilst on duty.

Applications stating age and experience and the names and addresses of two responsible persons to whom reference may be made to be sent to the County Medical Officer, County Hall, Maidstone, by 9th May, 1944.

Candidates between the ages of 18 and 41 must obtain a letter of introduction from the Ministry of Labour and National Service and enclose the same with their applications.

County Hall, W. L. PLATTS,
Maidstone. Clerk of the County Council.
18th April, 1944. (774)

COUNTY BOROUGH OF IPSWICH
WAR-TIME DAY NURSERY
(30—59 Children) (Training School)
MATRON (NON-RESIDENT)

Applications are invited for the post of non-resident **Matron** of a war-time day nursery for children under 5 years.

Applicants must be either a State-registered General Nurse or a State-registered Children's Nurse. Salary and conditions of service in accordance with the Rushcliffe scale, viz., £250 by £10 to £320, the commencing salary dependent upon previous service. £25 p.a. deducted for meals on duty. The Nursery trains for the N.S.C.N. Diploma. The appointment is temporary (duration of war) and is subject to termination by either party giving one month's notice.

A Superintendent Matron of Nurseries has been appointed by the Council.

Applications should give full names, age, nationality, whether married or single, address and present employment, qualifications and experience, and should be accompanied by copies of two recent testimonials and should be addressed to the undermentioned.

J. W. HUNTER,
Medical Officer of Health.

Public Health Department,
Elm Street, Ipswich.
20th April, 1944. (766)

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

EMERGENCY HOSPITAL, CHEDDLETON, NR. LEEK, STAFFS.
APPOINTMENT OF MATRON

Applications are invited for the appointment of Matron. Rushcliffe scale of salary for 199 beds, expansible to 300. Applications to the Medical Superintendent. (767)

MIDDLESEX COUNTY COUNCIL
MIDDLESEX COLONY, HARPER LANE, SHENLEY, NR. ST. ALBANS.

Applications are invited for the following appointment: **Sister-in-Charge,** Infirmary Ward. Salary £120 by £5 to £140 p.a., according to experience and capabilities, plus emoluments valued at £80 p.a. and consisting of board, lodging and uniform. A temporary addition to the basic salary at the rate of £20 p.a. will be paid pending any necessary adjustments on the adoption of the Rushcliffe Report. In addition a bonus of 17/- p.w. will be paid. Candidates must be State-registered in general nursing and hold the final certificate of the Royal Medico Psychological Association or, as an alternative to this certificate, should be State-registered in mental or mental deficiency nursing. Subject to satisfactorily passing a medical examination, candidates will be placed on the established staff when it will be obligatory to contribute under the Provisions of the Asylums and Certified Institutions (Officers Pensions) Act, 1918. Applications, giving particulars as to qualifications, age and experience and enclosing copies of two recent testimonials to Medical Superintendent "D" at the Colony.

C. W. RADCLIFFE,
Clerk of the County Council.
Middlesex Guildhall, Westminster, S.W.1.
(277)

DERBYSHIRE ROYAL INFIRMARY, DERBY
(416 Beds)

Required, **Assistant Sister Tutor,** certificated, for Preliminary Training School. Salary in accordance with the Rushcliffe scale. Superannuation Scheme. Apply with full particulars to Matron. (586)

CITY OF SALFORD
NAB TOP TUBERCULOSIS SANATORIUM, MARPLE, CHESHIRE
(100 Beds)
ASSISTANT MATRON AND SISTER TUTOR
(unqualified)

Applications for this post are invited from State-registered Nurses possessing the Tuberculosis Association's Certificate. The salary will be in accordance with the Rushcliffe scale. Forms of application, etc., may be obtained from the Medical Officer of Health, 143 Regent Road, Salford, 5, by whom applications must be received not later than 6th May, 1944.

H. H. TOMSON, Town Clerk.
(610)

STAFFORDSHIRE COUNTY COUNCIL
WAR-TIME NURSERY, (PENSNETT), BRIERLEY HILL, STAFFS

Applications are invited from State-registered Nurses, State-registered Children's Nurses, or holders of a Nursery Nurse's Certificate with Institutional experience, for the post of **Deputy Matron** at the above full-time non-residential war-time nursery for 40 children, 0—5 years.

Salary and conditions of service in accordance with the Rushcliffe Report or the revised scales of the Ministry of Health, whichever is applicable.

Applications in writing, accompanied by copies of three recent testimonials, should be made as soon as possible to R. L. Walshaw, Education Office, Lloyds Bank Chambers, Brierley Hill, Staffs. (737)

COUNTY BOROUGH OF WALLASEY
MILL LANE INFECTIOUS DISEASES HOSPITAL AND "HIGHFIELD" MATERNITY HOSPITAL

Assistant Matron and Sister Tutor required. Salary according to Rushcliffe scale. Should have housekeeping and teaching experience. Training school for Fever Nurses. For form of application apply Matron.

Town Hall, EMRYS EVANS.
Wallasey. Town Clerk.
(795)

NORTH ORMESBY HOSPITAL, MIDDLESBROUGH

Assistant Matron and Housekeeping Sister required with good housekeeping and administrative experience. Salary in accordance with the Rushcliffe scale. Federated Superannuation Scheme in force. Applications should be made stating age, experience, and particulars of training together with copies of three references, and Matron's name for reference, to the Matron. (810)

CITY OF MANCHESTER
PUBLIC HEALTH DEPARTMENT
VACANCIES FOR NURSING STAFF AT MUNICIPAL HOSPITALS

Applications are to be made to Matrons of hospitals or institutions concerned. Manchester Corporation Superannuation Scheme. Medical examination. Applicants for post of Staff Nurse and higher grades must be State-registered. Emoluments for all resident appointments consist of board residence, laundry, uniform, etc.

Salaries, etc., in accordance with the recommendations of the Report of the Rushcliffe Committee, except where specifically stated.

Certificates giving permission for the publication of the following advertisements have been issued by the Ministry of Labour.

Crumpsall Hospital (Adult, general, 1,400 beds) Manchester 8 (Complete training school.)
MIDWIFERY TRAINING. Vacancies exist for State-registered nurses to take Part I midwifery training. The course is of six months' duration. Midwives Salaries Committee cash salary rate of £65 per annum.

Withington Hospital (Adult general, 1,150 beds), Manchester 20. (Complete training school).
WARD SISTERS (3) for six months duty.
MALE STAFF NURSES
STUDENT NURSES aged 18 years and over two months in preliminary school).
MIDWIFERY TRAINING. Vacancies exist for State-registered nurses to take Part I midwifery training. The course is of six months' duration. Midwives Salaries Committee cash salary rate of £65 per annum.

Booth Hall Hospital for sick children. (760 beds), Blackley, Manchester, 9. (Training school for nurses).
WARD SISTERS. R.S.Ch.N.
NURSES ON THE GENERAL STATE REGISTER. A two years' course is given to qualify for the Sick Children's Register, starting at second year status, and salary of £70; second year £80.
STUDENT NURSES, age 17½ years and over.
JUNIOR STUDENT NURSES. Vacancies occur in the preliminary training school every six weeks for well educated robust girls. The minimum age of entry is 17 years. Annual salary £30. Training in sick children's nursing commences at 17½ years.

Monsall Hospital (Infectious diseases, 600 beds), Newton Heath, Manchester, 10. (Training school for General Nursing Council's Certificate).
HOME SISTER. General trained.
NIGHT SISTER. General and fever trained.
WARD SISTERS. General and Fever trained.
GENERAL TRAINED NURSES for one year's training for the G.N.C.'s certificate in fever nursing. Rushcliffe cash salary rate of £90 per annum.
STUDENT NURSES. Aged 17½ to 25 years. For two years' training for G.N.C.'s certificate in fever nursing.

Abergele Sanatorium (262 beds), Abergele, North Wales.
(Opportunity afforded for S.R. nurses to take Tuberculosis Association examination if desired).
WARD SISTER, for holiday duties, May to October, 1944.
STUDENT NURSES. Training given for the certificate of the Tuberculosis Association (Affiliated training school). Illustrated brochure from Matron.

Baguley Sanatorium (421 beds) near Altrincham, Cheshire.
(All candidates must have sound health)
WARD SISTERS. General trained.
STUDENT (PROBATIONER) NURSES Aged 18 years and over. Training given for the certificate of the Tuberculosis Association (Affiliated training school).
STUDENT (PROBATIONER) NURSES For six months' holiday duties.

Rose Hill Children's Convalescent Home, Northenden, Manchester (100 beds).
WARD SISTER (temporary) R.S.C.N. or S.R.N. with children's experience.

Park House, Crumpsall, Manchester, 8. (1,999 beds).
SECOND ASSISTANT MATRON. Must be S.C.N. Cash salary £130 per annum rising to £140 plus temporary cost of living wages additions, at present £20 3s. per annum with board residence, laundry and uniform in addition. Apply to the Master at Park House.

None of the following advertisements relate to a woman between 18 and 40 inclusive unless such a woman (a) has living with her a child of hers under the age of 14 or (b) is registered under the Blind Persons Act; or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

Crumpsall Hospital (Adult, general, 1,400 beds) Manchester, 8 (Complete Training School).
STAFF NURSES.
ASSISTANT NURSES (non-resident) for chronic sick ward.

Withington Hospital (Adult general, 1,150 beds), Manchester 20 (Complete training school).
STAFF NURSES.
ASSISTANT NURSES (resident or non-resident).

Booth Hall Hospital for Sick Children (760 beds), Blackley, Manchester 9. (Training school for nurses).
STAFF NURSES. There are vacancies for Staff Nurses who must hold the State Certificate for Sick Children's Nursing. Applicants who are also on the State Register for general training are appointed as Staff Nurses with a view to becoming Ward Sisters on proving suitable, as vacancies occur.

Monsall Hospital (Infectious diseases, 600 beds), Newton Heath, Manchester, 10 (Training school for General Nursing Council's Certificate).
STAFF NURSES. Fever trained.

Abergele Sanatorium (262 beds), Abergele, North Wales (opportunity afforded for S.R. nurses to take Tuberculosis Association examination if desired).
STAFF NURSES, S.R.N. or T.A. certificate.

Baguley Sanatorium (421 beds) near Altrincham, Cheshire).
(All candidates must have sound health)
ASSISTANT SISTERS. General trained. State registered.
STAFF NURSES. Must have T.A. Certificate.
ASSISTANT NURSES with two years' nursing experience.
STAFF NURSES. For six months holiday duties. Qualifications as above.
ASSISTANT NURSES. For six months holiday duties.

Dr. Garrett Memorial Home (convalescent children, 150 beds), Morfa Drive, Conway, North Wales.
STAFF NURSE, R.S.C.N., or S.R.N. with children's experience.
ASSISTANT NURSES with children's experience.

21st April, 1944. (190/9)

LEITH HOSPITAL, 10 MILL LANE, LEITH, EDINBURGH, 6.

Sister Tutor, resident or non-resident, with qualifications approved by the General Nursing Council. Taylor salary scale. Apply to the Hon. Secretary. (736)

SHEFFIELD SCHOOL OF NURSING

Qualified **Sister Tutor** required for duty at the Royal Hospital, Sheffield. Salary in accordance with Rushcliffe scale. F.S.S.N. in force. Applications with full information to Matron, Royal Hospital, Sheffield. (770)

COVENTRY COUNTY BOROUGH COUNCIL
GULSON ROAD MUNICIPAL GENERAL HOSPITAL, GULSON ROAD, COVENTRY

Applications are invited for the following appointments, the rates of pay of which are in accordance with the Rushcliffe Report. The appointments are subject to medical examination and are superannuable.

Night Sister. Candidates must be State-registered and State Certified Midwives.

Sister-Tutor (qualified). Candidates must have had not less than one year's experience as ward sister.

Applications stating age, qualifications and experience, together with copies of two recent testimonials, should be forwarded as soon as possible to the Matron at the Hospital. (590)

BOROUGH OF GILLINGHAM, KENT
PUBLIC HEALTH DEPARTMENT
WAR-TIME DAY NURSERIES

Deputy Matron. Applications should be General Trained Nurses or (b) Gen Trained Children's Nurses or (c) hold diploma of the National Society of Child Nurseries, and have had some institution experience with children.

Salary and conditions of service in acc ance with the Rushcliffe scale, namely State-registered General Nurses or for S registered Children's nurses £220 per an rising by annual increments of £10 to £ per annum, commencing salary being de dent upon previous service. The salary applicants holding the diploma of National Society of Children's Nurseries be at the rate of £175 per annum ri by £10 per annum to £215 per annum.

Applications should be sent to the Med Officer of Health, Public Health Departm Gillingham, Kent, as soon as possible.

N.B.—Applicants between the ages of and 40 must obtain the prior approval of Ministry of Labour before making app tion.

ROBERT BOOTH, Town Cl
17th April, 1944. (771)

GLOUCESTER COUNTY AND CITY MENTAL HOSPITALS
ASSISTANT MATRON REQUIRED

Candidates must be State-registered General Nursing and hold the Certificate the Royal Medico-Psychological Associ

The commencing salary (including bonus at present of £20 5s.) is £175 annum increasing by £10 per annum, £190 per annum, plus a cash allowance £10 per annum for uniform, together board, laundry and apartments valued the purpose of Superannuation, at £65 annum. The appointment is subject to provisions of the Asylums Officers' Su annuation Act, 1909, and to the selected c didate passing a medical examination.

Forms of application may be obtained the Medical Superintendent, County Me Hospital, Gloucester. (832)

BATTERSEA GENERAL HOSPITAL
CHELSEA HOSPITAL FOR WOMEN
PRINCESS BEATRICE HOSPITAL
ROYAL CANCER HOSPITAL
VICTORIA HOSPITAL FOR CHILDREN

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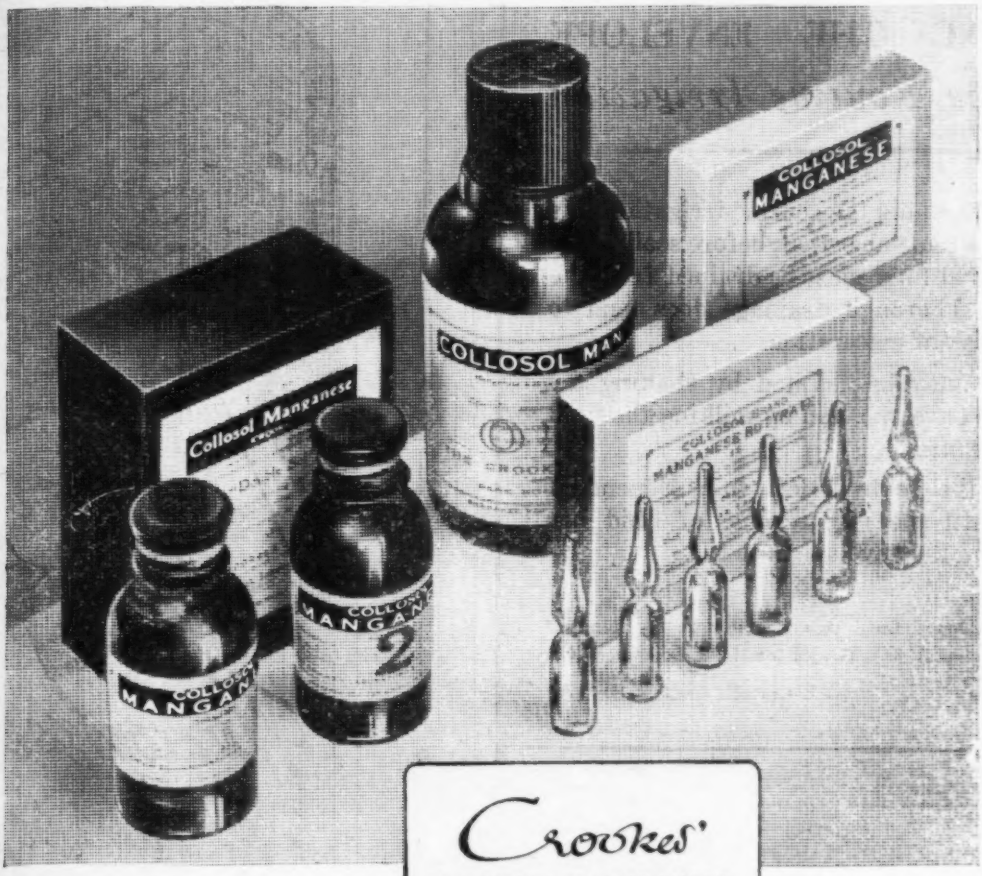

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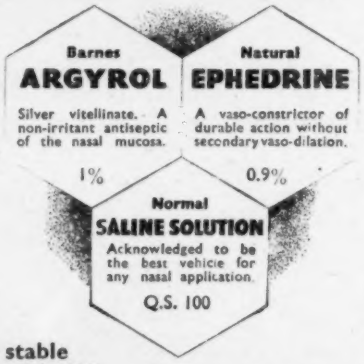

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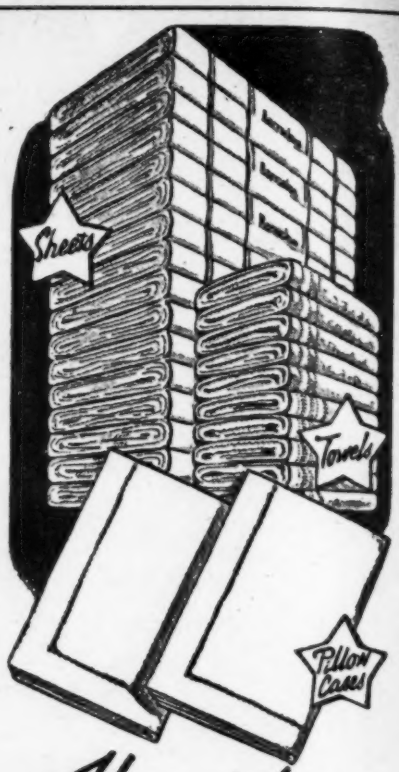

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JOURNAL OF THE ROYAL COLLEGE OF NURSING

Nursing Times

VOL. XL. No. 18 SATURDAY, APRIL 29, 1944

EDITOR: MISS K. F. ARMSTRONG, S.R.N., S.C.M., DIPLOMA IN NURSING, LONDON UNIVERSITY

The Ideal Health Centre

THE production of the White Paper on a National Health Service has naturally interested the Public Health nurse particularly, for her work has the problems of health as its natural focus, though it has largely evolved from the care of the mother, the infant and the school child. In actual fact, however, the White Paper does not concern itself to any marked extent with the field of work covered by the public health nursing services as they have developed in this country during the inter-war period. It deals essentially rather with medical and hospital services than health services in the usual sense of the word. It fills in the gaps in our previous public health services in so far as it will extend to the workers' dependants the right to treatment under the workers' contribution to the social security scheme without further cost. It therefore lays open the door to easier medical treatment for the mothers and children whom the public health nurse has had as her special care.

Because the White Paper is called 'A National Health Service' and the centres for group practice of the general practitioners are called 'health centres', public health nurses may well have expected to find their work more closely linked up with the proposals of the White Paper. In actual fact, the text rather suggests that the term medical centre would be a more fitting name for the centre described in the White Paper, though there is a suggestion that the new scheme will encourage "a new attitude to health—the easier obtaining of advice early, the promotion of good health rather than only the treatment of bad."

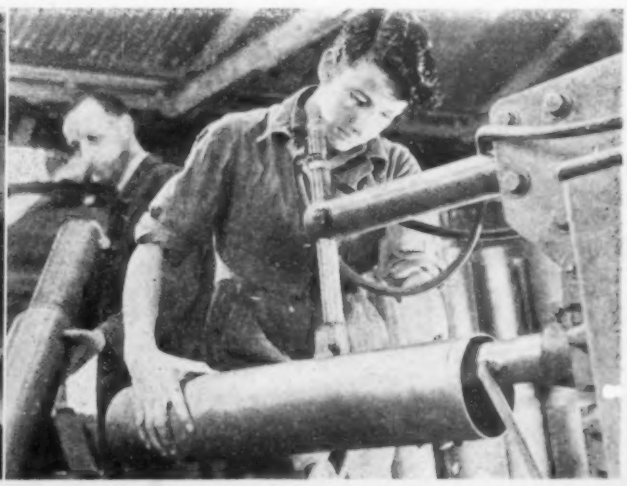
The chief trouble lies perhaps in the fact that the term 'health centre' has already many meanings. The term was perhaps first associated in most of our minds with the pioneer Health Centre in Peckham which was an extremely interesting experiment. In this centre, which offered family membership to persons living in the neighbourhood, members obtained for a nominal fee (1s. per week for the family) all kinds of club facilities, cafeteria, swimming, gymnastics, whist drives, billiards, the use of sewing machines, reading rooms, and so on, but in addition, as a condition of membership, families had to undergo a health overhaul on admission, and this was followed up by periodic health overhauls every twelve to eighteen months. Hence the name 'health centre,' although no treatment was given or suggested: members in need of medical care for some deviation from the normal were merely advised to see their own doctor. On the other hand, the recently published book, 'The Peckham Experiment' states, "We have had more than enough experience to indicate that routine periodic health overhaul in conjunction with an environment capable of subsequent educement of function such as the centre provides, is a practical measure of immense value in moving towards health. We must already claim that enhanced vitality and a wider measure of freedom from sickness, can be attained through periodic health overhaul of families in the circumstances provided by the centre."

The term 'health centre' received further publicity and a somewhat different meaning with the publication of the report of the Medical Planning Commission set up by the British Medical Association, which was published in the *British Medical Journal* in June, 1942. Here the health centre was suggested as a centre for group practice of general practitioners, but associated with this was the idea that the centre should not only carry out the work of the general practitioner; the doctors were to undertake ante-natal and post-natal work and take part in infant welfare and the school medical service, though the report pointed out that the present training of the medical man did not fit him to undertake these preventive functions and that modification of the training of the future medical student would be a necessary preliminary to the full operation of this plan.

This wide vision of the health centre also had the support of the report of the younger generation of the medical profession and allied services who published 'Medical Planning Research' in November 1942: this went further and not only suggested that the district nurse, midwife and health visitor should work from the centre as well as the general practitioner, but also

"Much of industrial ill-health is undoubtedly due to malnutrition, not now but during infancy and early life and adolescence"—Sir Edward Mellanby, Secretary, the Medical Research Council. Right: *a boy on man's work.* Left: *factory girl to-day but a mother of to-morrow*

[Photographs by courtesy of the Empire Tea Bureau



IN A RECENT RAID

Above : *wearing a mask, a nurse salvages what she can from the dispensary stock*

Below : one of the wards after the enemy raiders passed by : nurses clear the debris

Right : *in all eight wards were destroyed at this municipal hospital on London's outskirts ; some 12 patients and 5 nurses lost their lives. Survivors rescue equipment : here is the X-ray apparatus*

envisaged suitable accommodation for the carrying out of the work of these various members of the public health nursing service team, who deal with the family in the home.

Meantime certain of the public health committees have already developed ' health centres ' in the sense in which the term is used in America, where the health centre is essentially a building for the carrying out of the various public health services of the city, town or district. One such centre is depicted on pages 300-1 of this issue : a centre fo the infant welfare, ante- and post-natal clinics, child guidance, and other activities carried out in the district under the local public health committee..

Now comes the Ministry's White Paper with a far narrower concept of the health centre : a centre somewhat similar to one advocated by the Medical Practitioners' Union in a pamphlet that they published last year. The White Paper stresses that, particularly at first, types of health centres should be varied and scope be given for experiment. On the other hand the description which follows and the plan which appeared in the Ministry's own exhibition which was on show at Charing Cross Underground Station from March 28 to April 23, gave the conception of the health centre as a building providing individual consulting rooms for general practitioners reception and waiting rooms with facilities for simple laboratory work, for nursing and secretarial staff, for minor surgery, rest recovery and dark rooms (*see page* 303) and nothing more.

If this is to become the accepted pattern of the health centres we would suggest that it would be more apt to name them medical centres and leave the term health centre for the buildings provided by local authorities for the carrying out of their duties under the Public Health Acts. On the other hand, might it not prove better, in the long run, if the health centres were developed to combine the two functions—the provision of care of the individual by his freely-chosen general practitioner and the provision of the various public health services ?

From the point of view of the ordinary individual, particularly the mother and her children, the fusion of the two services in one centre, or two centres closely linked together in space and in function, might well help to establish the use of the general practitioner service in the new centre in the way that the Ministry wishes. The mother is already in the habit of attending the public health clinic for the periodic overhaul of her children's health : how easily she might be persuaded to go on regularly for overhaul of her own health, especially as there would be the facilities of the infant welfare clinic and the toddler's room to enable her to leave the children under skilled supervision while the examination took place. Again the centre would be somewhere to which she was accustomed, to which she was in the habit of turning for advice on healthy living for her children.

On the medical side this suggestion might well appear unwise as it seems to place the general practitioner service within the public health services and directly under the control of the medical officer of health, a position which has obvious disadvantages : those medical men who chose curative rather

Topical Notes

Home Front Nursing

PICTURES of the municipal hospital on the outskirts of London, hit in a recent raid, give some indication of the wreckage, but the work of the nurses that night illustrations can hardly depict. Miss Agnes Kavanagh, sister of a children's ward, with her nurse killed at her side, first got the children under their beds and then, when the ward caught alight, took them through a bomb crater to safety. Miss R. Graves and Miss E. Ramsdale saved 30 patients from another blazing ward and are now patients themselves recovering from their injuries. "All the nurses," said the medical superintendent, "were magnificent," and further tribute comes from the matron : "They did more than I could possibly have expected", she declared. At the time of the raid the

(Continued from previous column)

than preventive work should, of course, be the equals of men carrying similar responsibilities on the preventive side and not under their control. We have drawn up a rough scheme for a health centre on these lines ourselves (see page 299) and would suggest that, were such centres included in the experiments which the White Paper suggests, there should be a senior practitioner elected by the general practitioners and a senior medical officer of health in the centre of equal status and responsibilities unless or until the practitioner, with a wider training, carried out both the preventive and the curative functions of the centre.

From the medical and from the public health nursing services' angle there must surely be one great asset in a health centre combining the preventive and the curative health services for the family. In the past there has always been some lack of co-operation, some failure to make full use of all the available health services—a result of lack of contact, lack of knowledge, lack of understanding between the different persons providing the services. Could not the establishment of health centres worthy to be called health rather than medical centres help to overcome this, and give us the new attitude to health—the desire to keep in positive health, the determination to put into practice as a nation the old proverb, 'Prevention is better than cure ' ?

THIS WEEK

ALLIED NURSES CONCERT

The Royal College of Nursing London Branch Hospitality Committee for Allied Nurses announces

A CONCERT

to be held in the Great Hall, St. Bartholomew's Hospital, E.C.1., at 5 p.m. on Saturday, May 6, by allied nurses: a United Nations tableau will contain representatives from 21 countries. Some of these artistes will be the first to play music composed by George Curtis and dedicated to Lady Louis Mountbatten. No tickets. Silver collection. Further information from Miss Fletcher, M.B.E., 1A Henrietta Place, Cavendish Square, W.1.

hospital had 1,100 patients, a number of whom were killed. Five of the hospital staff also lost their lives: Miss Mary Loftus, a sister, Miss Christina Kennedy, a nurse, Alfred Cripps, a male nurse, and two porters.

"Planning Our New Homes"

EVERY nurse interested in housing will find mnch to hold her attention in the report of the Scottish Housing Advisory Committee, "Planning Our New Homes," published by His Majesty's Stationery Office, 13a, Castle Street, Edinburgh 2, and York House, Kingsway, London, W.C. 2. Attractively produced and excellently illustrated; this report is exceptionally interesting, and deals with the housing problem from every angle—space for living, labour-saving planning, fittings and equipment, design and amenities. It is essentially practical, and stresses the desirability of hot water supplies, drying cupboards, space for prams, food storage and all the other little things that matter so much to the housewife. Cottages, flatted houses, and flats of various designs find a place in the report, which contains revealing figures of the pre-war overcrowding and lack of sanitary conveniences. Of Scotland's 1,300,000 houses now occupied 405,000 have no independent water closets or no sanitary conveniences of any kind.

Diet and the Teeth

AN aspect of diet, sometimes overlooked by the medical and nursing profession, that of the teeth, was emphasized by Professor Evelyn Sprawson, M.C., L.R.C.P., L.D.S., speaking at a recent lecture organized by the Royal Institute of Public Health and Hygiene. Imperfections in diet may affect the deciduous teeth before the child is born, and cause still further harm in the early post natal period. Post-natal imperfections in the child's food, such as may lead to rickets and other deficiency diseases, may too, so affect the structure of the permanent teeth as to render them not only unsightly but more likely to become carious. Rickets, also, she continued, when associated with mouth breathing due to adenoids may lead to gross bony deformities in the jaws caused by abnormal muscle pull on the more plastic bones. Foods for the maintenance of dental and gingival health should, she concluded, be of such a nature that, at the end of a meal, no debris should be left on or round the teeth, i.e., they should be cleaning in character; every meal should, in fact, end with an unrefined food.

Stressing Oral Hygiene

SIR Norman Bennett, M.A., M.B., L.D.S., giving one of the Food Education Society's public lectures "Food and the Teeth" also made this point in his masterly survey of the condition of the teeth of the world from prehistoric times to the present day. From this survey it appeared significant that native peoples, even when having what amounted to a starvation diet, had better teeth than 'civilized' people; while sucking sweets appeared a cause of dental caries, sucking sugar cane did not. One theory explained this by stating that the cane contained a quinone—vitamin—destroyed by purification. Dental caries increased when natives or Europeans ate civilized foods—a return to natural food improved the condition. The effect of the amount of flourine in water on teeth was demonstrated in a survey of children enjoying the same living condition in North Shields where the water contains no fluorine and South Shields where it does not: incidence of caries was 0.25 in the first and 1.4 in the second. In New Zealand dental caries is prevalent and the water does not contain fluorine. The lively discussion that followed showed the value of the present day diet, which had reduced caries in about 5,000 elementary school children by 5 per cent., and of propaganda which one speaker alleged had reduced the incidence amongst 3,500 children to 0.9 per cent.

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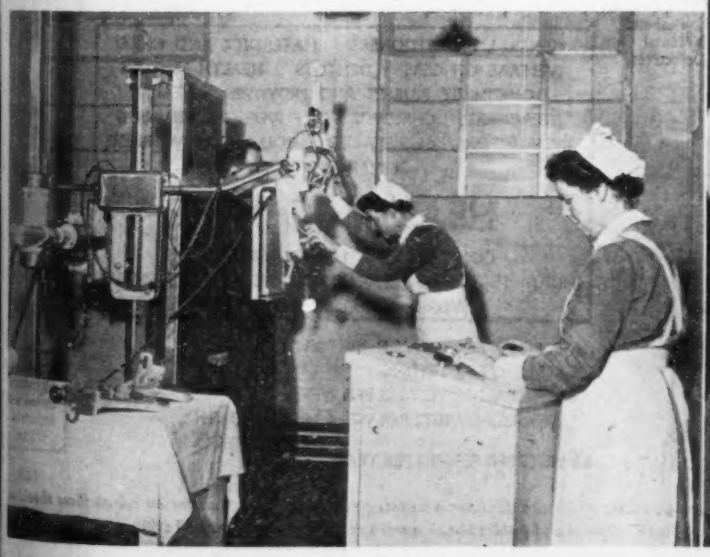
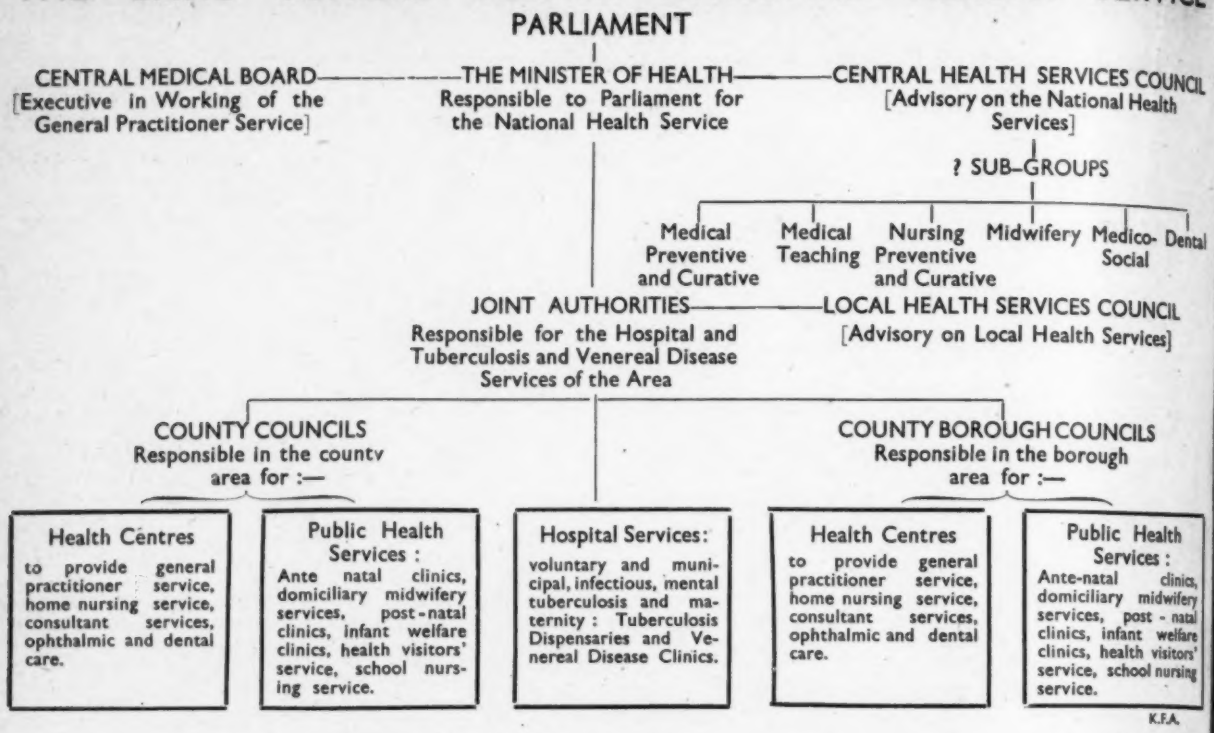
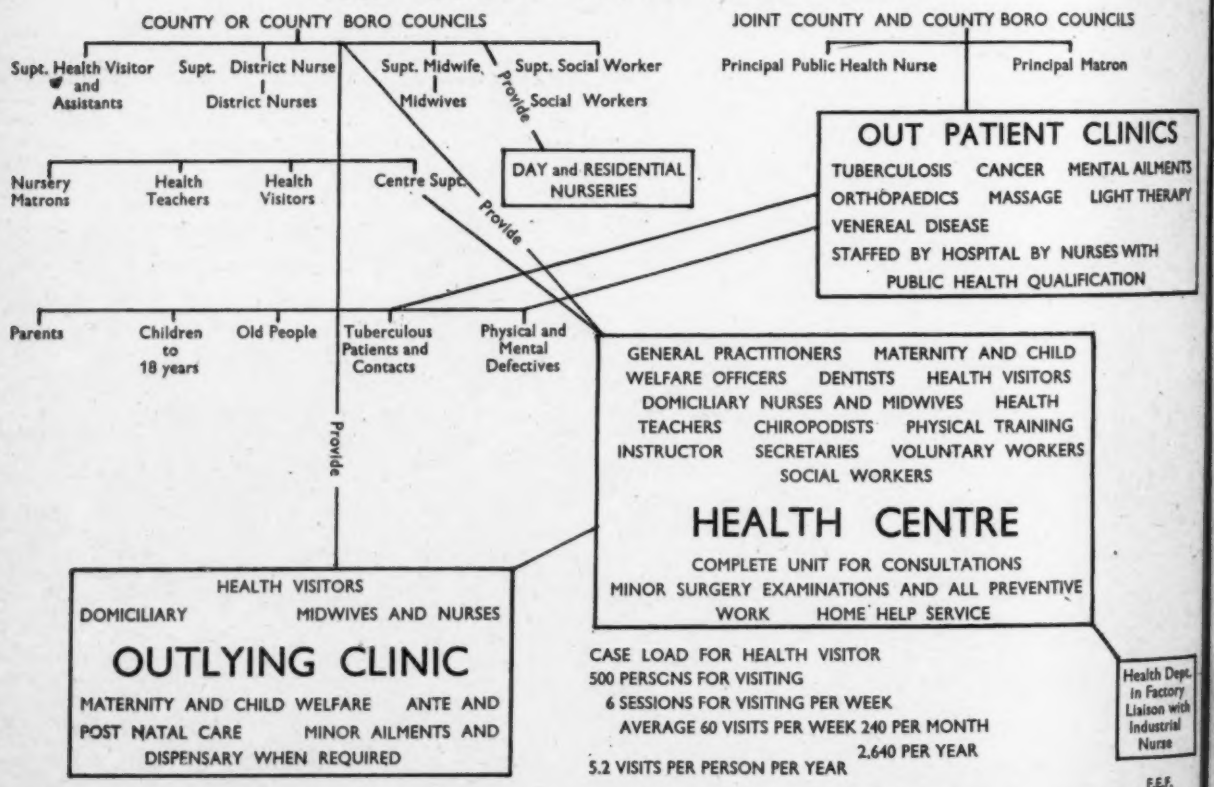
Right: at Buckingham Palace Miss F. Cobby, R.R.C., matron of the T.A.N.S. receives her decoration for three years' service in the Middle East. Below: nurses of the Royal Victoria Hospital Edinburgh, demonstrate the miniature radiography unit which the Corporation will operate at Warriston Close



THE BASIC SCHEME FOR A NATIONAL HEALTH SERVICE



THE LOCAL HEALTH SERVICES†



* *The local bodies will be advised by a Local Health Services Council, which should have a nursing sub-group or committee on which there should be professional nursing representatives of both hospital and public health nursing in the proportion of* 50 : 50

THE PLACE OF THE STATE-REGISTERED NURSE IN THE PUBLIC HEALTH SERVICE OF THE FUTURE

By F. E. FREDERICK,
S.R.N., S.C.M., Health Visitor, Woolwich

THE publication of the Government White Paper on a National Health Service seems an appropriate time to publish for consideration and discussion various recommendations made from time to time by the specialized Sub-Committee of the Public Health Section on the reconstruction of the public health service. We are including a graph† designed to show how this service can in our opinion be built up on the structure laid down in the White Paper, in the earnest hope that firstly, it will facilitate discussion on this supremely important subject throughout the Public Health Section within the branches, and secondly that the honorary secretaries will forward constructive criticism to the Section secretary at Headquarters, so that when full agreement is reached the necessary action may be taken.

The Public Health Section of the Royal College of Nursing is an organization of State-registered nurses engaged in one or other branch of the public health service, which for convenience may be divided broadly into the following groups: (*a*) health visiting, school nursing, tuberculosis visiting, child-life-protection visiting and sanitary inspection; (*b*) district nursing; (*c*) midwifery; (*d*) industrial nursing; (*e*) children's nursery work.

The Public Health Section considers that nurses engaged in these branches of the Section form the public health nursing team, and its object is to develop side by side and in close relation to each other the work of all members of the team.

PUBLIC HEALTH ADMINISTRATION

At the present time several Government departments are concerned in the administration of health and social legislation, *e.g.*, the Ministry of Health, Board of Education, Home Office, Ministry of Labour, Ministry of Supply and the Ministry of Pensions and an exceedingly large number of official and voluntary bodies are responsible for carrying out the regulations as they concern the health and well-being of the people. Public health nurses find themselves employed in various capacities by a large number of authorities with little co-ordination between them either in theory or practice. Further, this bewildering state of affairs, resulting in duplication, overlapping of function and sometimes a complete lack of necessary facilities which can only react adversely on the welfare of the people the nurses seek to serve, suggests that only by a complete unification of all the health services under the authority of one Ministry, with health as its sole function, can a comprehensive and national health service for the country be provided.

It is, therefore, recommended that all health services should be administered both nationally, regionally and locally, by one authority.

Local Department of Nursing

Because of the increasing value and importance of the work of the State-registered nurse in all fields of social medicine, it is recommended that there be a department of nursing in each public health department of the authority responsible for the health of the people.

It is suggested that the following will be a suitable division of responsibilities between the nurse administrators:—(1) Chief hospital nursing officer, qualified in hospital and public health administration. (2) Chief public health nursing officer qualified in public health administration.

The chief nursing officers should attend all committees of the authority which consider matters concerning their work. In each case the chief nursing officer would be ultimately responsible to the chief medical officer.

It is recommended that there shall be a higher qualification for nurses who aspire to administrative posts and that the establishment of training courses under university auspices should be established as soon as possible. Such a course should provide instruction in administration and legal requirements as they concern the public health services.

The appointment of deputy nursing officers to the above will be essential for the work.

It is difficult at this stage to discuss in any detail the work and administration of the health centre which it is recommended shall be the health unit of the future. Such units will, of course, vary as to size according to the needs of the population, but it is recommended that a health centre shall function as a complete unit, whether in the village or in the city. From the centre should be available whatever health service is needed under any situation, by day or by night.

There are, however, some fundamental principles which can be stated in relation to the nursing personnel who will work from the centre.

A Generic Term

The term public health nurse is used here as a generic term, descriptive of the team as a whole, and health visitor, district nurse, midwife and industrial nurse are referred to by their specific name when necessity occasions.

It is recommended that there shall be one public health visitor in the home and that she shall be responsible for the health of the family as a whole. At the health centre her work will be to advise the mother in the care of her children, to supervise the health of all children who are her concern and to ensure that mothers and other patients understand the instructions given by the doctors. The emphasis of her effort should be towards the consideration of the family as the social unit and her teaching directed towards the prevention of disease and the promotion of health.

Districts should be small enough to allow for adequate home teaching and a maximum of 500 persons should be the responsibility of a health visitor.

It is recognized that the infant welfare centre will remain the focal point of the health visitors' work, though it should be stressed that clinic attendances should not be encouraged to the exclusion of home visiting, where the mother is in her own surroundings and teaching can be more natural and simple.

The present tendency for centres to be overcrowded should be discouraged as it militates against good work. A health visitor, who should personally interview each mother, should not be expected normally to see more than 30 mothers per session, and no session should be of more than two and a half hours duration. The multitudinous duties which have, since the war, been added to the health visitor's work vary considerably from district to district, and time and thought should be given to an analysis of those duties which could be delegated to nurses who are not qualified as health visitors, or to assistant nurses and voluntary workers. Filing, making out new record cards, waiting on the doctor, selling food, and filling in forms, should not be the duty of highly skilled workers. Sufficient clerical assistance should be provided to ensure that professional duties for which the health visitor is specially qualified can claim all her attention, so that she is thus able to concentrate her mind on teaching and helping the mothers. It is advisable for the health visitor to be in attendance at her centre at a stated time each working day to receive messages and urgent calls. It should be possible for the health visitor to do her clerical work at the centre at these times.

HOME VISITING

The value of home visiting depends on quality and not quantity and the selection of visits should be left to the discretion of the health visitor who knows her district. The future success of health visiting lies in a reasonable balance being maintained between clinic attendance and individual teaching in the home, thereby increasing the value of the home visit.

There is no doubt that changes in the relative functions of the various members of the health team are long overdue, and nursing opinion has focused its attention on the serious position of a decline in the breast feeding rate for some time. This may in some measure be due to the fact that a change of nursing supervision at the fourteenth day when the midwife refers her patient to the health visitor disturbs the feeding habits, which are not sufficiently established, and weaning takes place to the detriment of both mother and child. The establishment of breast feeding and complete ante-natal care should, without

† *See opposite page below.*

doubt, be the responsibility of the midwife, and it is recommended that the midwife should supervise the health of the mother and child up to the end of the fourth week, when the midwife should confer with the health visitor.

It is further recommended that a post-natal examination should be available for every mother at the sixth week, so that any defects due to the confinement can be discovered and steps taken for their repair. This visit may be either at the centre or in the mother's own home.

It is difficult to lay down the number of families for whom the health visitor should be responsible owing to the different type of district to be covered and the duties she has to perform, but it is probable that one health visitor should in no case be responsible for more than 500 children, from 0—school leaving age, and probably this number is too high. It has been said that there should be only one visitor in the home and this presupposes that all tuberculosis visiting will be carried out by the health visitor.

SCHOOL NURSING

It is recommended that school nursing should be extended to cover all schools—public, private, primary and secondary. In all special schools for defective or abnormal children a nurse should be a member of the staff. The physical needs of children and adolescents in 'approved' and other 'corrective' schools have been overlooked in the past, and a school nursing service should be established to cover these.

In the Public Health Nursing Service now under discussion the health visitor will generally be acting as school nurse, and it is recommended that in addition to her duties relating to the health and hygiene of the child in school, she shall also visit the child and the parents in the home for the purpose of continuing her teaching, preparing the mother for medical examination and following-up all recommendations made at these examinations.

As soon as practicable every school should be provided with a well equipped medical room. Unless the health centre is in close proximity it will be necessary to provide a minor ailment treatment room in the school building. It should not be necessary to stress the need for adequate cloakroom and lavatory accommodation, which should be well supplied with hot water, soap and towels and machines for obtaining sanitary towels in girls' schools, but these simple necessities are often overlooked.

It appears that the extension of the School Medical Service to schools for physically disabled children, which has already been suggested, should be carried over to all residential training centres, and such matters as personal hygiene, health, education and attention to diet should be part of the duties of the nurse.

There is no doubt that certain 'misfits' in training homes could be helped earlier in their career before developing delinquent habits if a nurse were available continually and could observe the child's behaviour.

SPECIAL SCHOOL SERVICE

In large cities it may be necessary to appoint a special staff of school nurses. They should, however, possess the health visitor's certificate and be supervised by the superintendent public health nurse. It is considered that 1,000 children is the maximum number which should be allotted to one school nurse.

It is advisable, however, for mobility within the service to be encouraged. If the nursing staff is equally well qualified, a reasonable rotation of duties would be possible and would be advantageous both to the nurse and to her work and would result in a broadening of outlook.

GROUP HEALTH NURSING

There will be an ever increasing demand for health lectures from all types of organizations and groups as an integral part of the future health services. The teaching of 'homecraft' will play a larger part in both adolescent and adult education. This subject will find its place in the curriculum of all schools. Certain subjects of this specialized teaching should be delegated to health teachers, who might be health visitors who have a special ability for teaching and have been trained in this art.

The Public Health Section has long advocated that suitably qualified health visitors and school nurses should be recognized as teachers by the Board of Education. A qualification in the teaching of health and parentcraft is needed and it is recommended that this should be provided without delay.

It is recommended that certain health visitors with some years of experience and special ability should be prepared as soon as possible for this new work, which is urgently needed, and that the local authorities should give the necessary leave of absence for this study.

There is no doubt that a sound method of teaching health is through the application of principles which have been proved in the light of personal experience. For instance, the teaching of a public health nurse, who has been immunized against diphtheria in her training days, or has been given a routine physical examination including chest X-ray and other routine clinical tests, must be more convincing in argument than that of a nurse who is unfamiliar with the procedure and experience of these clinical methods.

It is recommended, therefore, that all the facilities which are available through the local authority for the prevention of disease and the promotion of health, should be available for the nursing staff and should be a continuation of those same services which it is expected will be available for her while she is in training in hospital. It should be possible for the nursing staff to consult specialists: (1) medical and (2) surgical, whenever necessary, as the health and well-being of those who are teaching health is of the utmost importance.

TUBERCULOSIS VISITING

It seems unfortunate that from the point of view of public health administration tuberculosis has been isolated from the other aspects of preventive medicine which are under the jurisdiction of the local authority. This has had a harmful effect on the health teaching, and to prevent a continuance of this mistake it is recommended that the health visitor should be responsible for the follow-up in the home of all patients suffering from tuberculosis. It would be her responsibility also to find the contacts and encourage their regular attendance at the chest clinics, social investigations in relation to the new scheme for allowances should be her concern. Such work will need a sound knowledge of the social implications of this disease and it is recommended that this work should be undertaken by health visitors. It would also be advisable for clinic sisters to be similarly qualified, so that mobility within this service would bring a freshness of mind to both the routine work of the clinic and the home visiting.

VENEREAL DISEASE PREVENTION

Much the same can be said in relation to the specialized work of the venereal disease clinic, which offers the best opportunities for teaching in social work. The routine follow-up of patients and contacts which is a new avenue of approach to a difficult subject, offers a wide field for health visiting, though it should be stressed that it is not every health visitor who feels she has a contribution to give. Those with special interest and knowledge of the subject should be allowed to work in this special field.

The introduction of the public health nurse into these new fields presupposes that her preparation to deal with the problems she will meet will be more complete than is at present the case. A fuller knowledge of social conditions, of industrial life, and of all the State and voluntary social agencies which will have a bearing on the matter, must be the equipment of nurses in this field, and an overhaul of training, both in hospital and for post-certificate qualification, is long overdue.

PLANNING THE HEALTH CENTRE

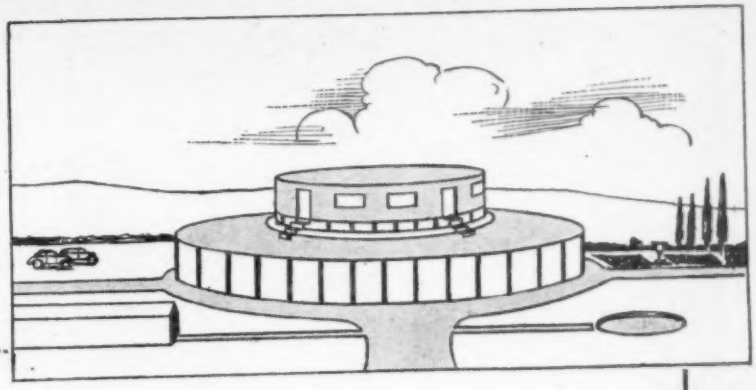
In the new health services the health centre should be considered the focal point from which all health activities will radiate. For that reason careful planning will be necessary to ensure that all essential services are available and it is advisable that the advice of the nursing profession, whose duty it will be to direct the daily nursing activities of the centre, should be sought so that the practical female mind is brought to bear on details of layout and accommodation. There should be sufficient small rooms for both the doctor and public health nurse to interview their patients in private. Cheerful waiting rooms, a toddler's nursery, a lecture hall with cinema equipment and demonstration kitchen will be essential as the genial environment of the centre must teach health, not only by posters on the walls, but by the general atmosphere of well-organized happy activity.

There should be sufficient lavatory and cloak room accommodation. Rooms for test feeding and demonstration kitchens for individual and class teaching, for making artificial feeds and other dietetic subjects will be necessary. Model garments,

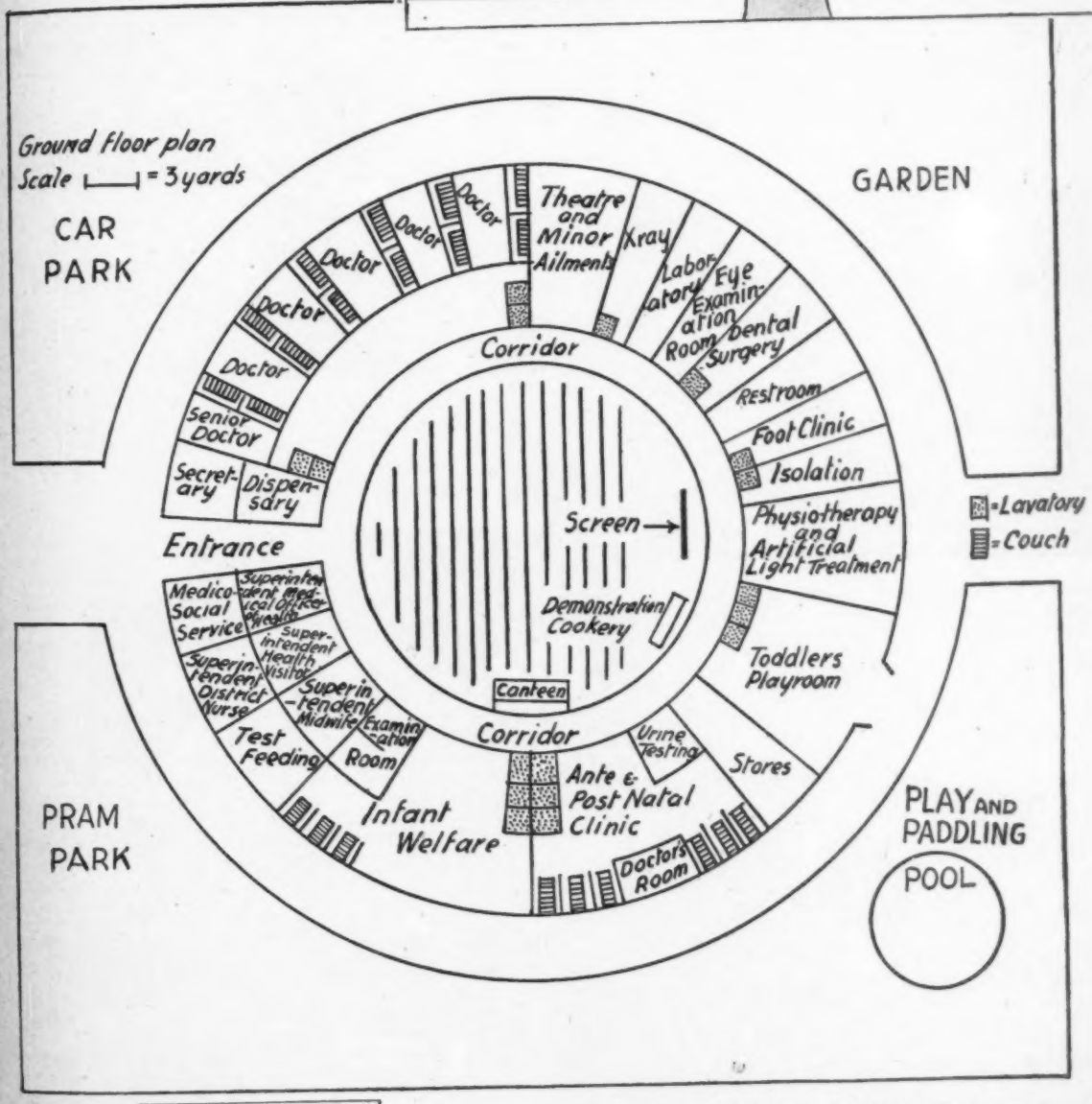
(*Continued on page 302*)

A REAL HEALTH CENTRE

WE set out on this page a diagrammatic plan for a health centre which would combine both preventive and curative health services. We have made it circular in design for ease of planning but it could be adapted to the more usual square or oblong outline. The curative services are grouped on the left of the entrance, the preventive on the right. The central hall would serve for health lectures, films, cookery and mothercraft demonstrations



Right : *exterior view of the centre*



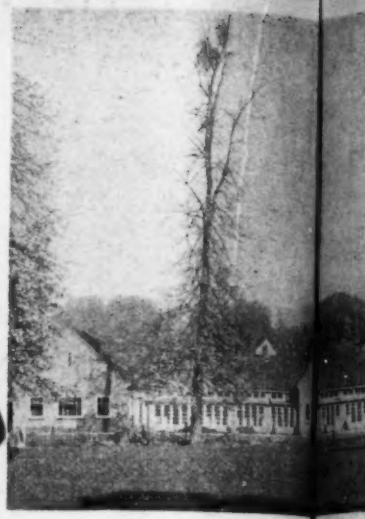
Above : *ground floor plan of the health centre showing the various units that a comprehensive health centre combining preventive and curative services for the family might advisedly contain. The centre is designed as a unit at and from which the general practitioner, health visitor, district nurse, domiciliary midwife and social worker would work*

Left : *elevation of the proposed health centre showing the three levels*

Above : *nurses of the school section treating minor ailments in the clinic*

VIOLET RAY

Below : *the children receive ultra violet ray treatment, as the doctor considers necessary; the treatment is entirely free of charge*



Above : *in easy walking distance from ... the cent...*

PIONEERS F H...

—a children ealth... at H...

WITH the planning of health centres well before the nursing mind, the pioneer work carried out by the borough council of High Wycombe at their children's health cent... worth consideration.

The population ... High Wycombe is 30,000. ... centre is the headquarters of ... medical officer, of healt... co-operating with ... the school medical ... two dental surgeons ... attendants, five hea... tors, a psychiatric so... rker, two assistants a... erical

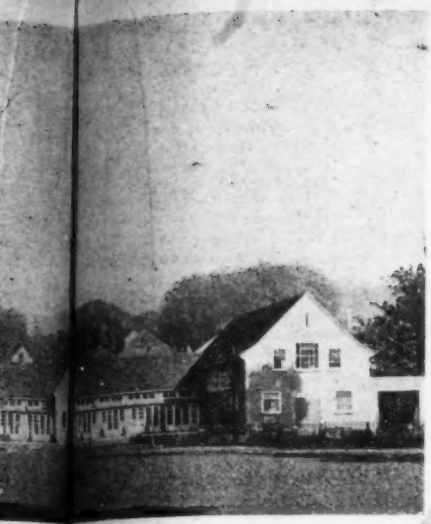
Above : *healthy babies, happy mothers. There are three sessions weekly in the infant welfare department ; some 80 infants are brought to each session. Here are some of mothers and babies in the waiting-room*

KEEPING WEIGHT RECORDS

Below : *the clinic keeps a record of the children's progress right from infancy. The babies are weighed regularly*

Above : *Peter after a happy morning's play in the infant nursery casts away care in an afternoon sleep. A rest is part of the routine. It helps to keep the babies what they are : happy and contented*

Right : *a certain amount of waiting is inevitable, so the clinic provides a cup of tea to while away the time. It rests the mothers, too ; often they come to the clinic with their children after a busy morning*



distance from ... the centre is set in country surroundings

Right : *straight toes, uncramped joints, no corns or bunions in later life for these children of High Wycombe. The orthopaedic clinic holds foot exercise classes*

Below : *the school population of High Wycombe totals approximately 4,500 children. Almost all of them come regularly for dental care ; so do the toddlers from the infant welfare centre*

Below : *at the food store mothers can buy special foods for their babies. The clinic keeps a good useful store*

ERS F HEALTH

hildren ealth centre at High Wycombe

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staff of three; a number of part-time staff also helps. Its activities cover infant welfare, a dental service, orthopaedic care and child guidance.

The parents pay 1s. a year for the dental service, and there is a nominal fee of 6d. per consultation for the child with some orthopaedic defect ; otherwise the service is free, the attendance figures showing the success which the clinic, opened in 1938, has achieved. The infant welfare section alone has 180 to 200 babies and toddlers a week and, on the second Thursday of each month, when two orthopaedic surgeons visit, there are usually 100 patients.

Below : *in the children's sick bay. Trained nurses look after the children giving them just that extra care in convalescence which they need for speedy recovery, and freeing mothers for work. The open air, with space in which to play, and heaps of modern toys keeps the children happy*

: intelli-
test in the
guidance
clinic

Above : *the toddlers get ready for tea, in the nursery section for children between two and five years. They learn to wash themselves and to enjoy doing the job*

(*Continued from page 298*)

suitable toys and suggestions for equipment for labour saving should be on view for inspection and teaching. Office accommodation for the use of the nursing staff will be essential and duty rooms with facilities for drying clothes and the storage of equipment will add to the convenience of the staff.

Canteen arrangements for staff and patients will be a convenient addition to the accommodation. It is realized that some health centres may be so planned that residential accommodation in case of emergency will be available. In others this will be impossible. In the light of experience, however, it is suggested that residential hostels for breast feeding, observation or ailing babies are essential for the satisfactory carrying out of health visiting duties and, if not actually in the centre, these should be near at hand.

A CENTRE OF SOCIAL ACTIVITIES

The work of the health centre should be concerned not only with the physical health of the people, but with those activities both educational and recreational which have a bearing on health. For this purpose there should be joint committees between the medical and the public health nursing staffs and those community organizations which interest themselves in the welfare of the people.

For that reason the public health nursing staff should ever be ready to give their services to community organizations, rate-payers' associations and other groups who may be considering the health services in relation to their responsibilities as citizens.

FIELD EDUCATION

There is no doubt that, in the future, field education both of medical men and nurses will develop largely round the health centre, and opportunities for staff conferences will increase. In this relation it is recommended that the 'staff conference' method of integration should be used more freely in medical and nursing practice.

Additional facilities for teaching both in the curative and preventive aspects of health will be needed to meet the increasing demand and it is visualized that teaching centres will be developed for training the medical and nursing personnel.

Careful selection of teaching staff will be essential and it is recommended that public health nurses actively engaged in the field should be appointed part-time to the teaching staff of the university or other educational body responsible for training, so that practice and theory are correlated and teaching methods maintained up to modern standards.

In this respect it is further recommended that more use should be made of public health nurses for lectures and demonstrations to medical students. In public health nursing, particularly, there is a nursing as well as a medical approach to every social problem.

It is considered that instruction in the work of the public health nurse should be introduced into the curriculum of all medical men and that lectures should be arranged on suitable subjects to be given by suitably qualified members of the public health nursing staff, in addition to those given by medical officers of health.

RECORD-KEEPING

The importance of accurate record-keeping should need no emphasis, though it is a much neglected branch of public health work. This is largely due to the fact that the nursing staff has but a scant training in this special duty and little or no thought has been given to the use of scientific methods in working out a suitable and adequate health record card. There is no uniformity of method between authorities and a sense of frustration develops if the nursing staff feel that the work they do on record-keeping sometimes fails to achieve the object for which it is designed. Duplication and apparent waste of time is not conducive to the development of interest in this important work.

It is recommended that a national record of the family folder type should be evolved for general use. The personal record of each member of the family should be kept inside the family folder. The record should carry through the whole life of the individual and should be sent to the appropriate health centre if the address is changed.

On discharge from hospital a report should be forwarded to the centre for entry on the patient's card. These records should be confidential to the professional public health staff and tuberculosis, venereal disease, and mental deficiency should be shown only by symbol.

Because of the absence in the past of any research into the most suitable form of record to be kept, it is recommended that the Medical Research Board, British Standards Institution, in conjunction with the Public Health Section of the Royal College of Nursing should be asked to investigate the matter and make recommendations to the Ministry of Health.

It is recommended that although it is not necessary for a statistician to be a nurse, yet there should be a specialist with this experience on the staff of the health centre who can teach and supervise the methods of record-keeping which are in operation.

NEED FOR CONTROLLED DILUTION

The scarcity value of all grades of nursing personnel points insistently to the urgent need for a reorientation of those principles which have decided in the past their various functions. There is no doubt that some dilution of the public health nursing profession will be needed, as has already taken place in the hospital services. There is, however, one fundamental principle which must be preserved and it is that health teaching in the home must remain the work of the public health nurse. Furthermore, the assistant nurse should always work under the supervision of the State-registered nurse. However, for the smooth running of a welfare centre or clinic there are many routine duties which can be carried out by the assistant nurse, so that the highly trained public health nurse can be released for more important work. It can also be said with assurance that the wide development of public health nursing leading, as it will, to the need for special hostel services for the unmarried mother, or convalescent homes for mothers and children will suggest that the services of voluntary workers and members of the British Red Cross Society or St. John Ambulance Brigade will be in great demand.

In this respect it is also recommended that *routine* visits to the homes for the purpose of reporting on home conditions for the information of medical men and social workers shall be the duty of the health visitor and not a special investigator. The reduction of home visitors to the lowest possible minimum is essential for the peace of mind of the family and for the success of the work.

THE RELATION TO MEDICAL PRACTICE

It is further considered that because there will no doubt be an acute shortage for many years of both medical and nursing personnel, serious consideration should be given without delay to ways and means for utilizing that professional skill which is available.

It is conceivable that in the future there will be many routine duties now being carried out by doctors which could be satisfactorily delegated to public health nurses, who can thus relieve the medical men of much routine work. It is recommended that the time has come when serious thought should be given by the appropriate authorities to a reorientation of the field of medical and nursing practice with a view to the establishment of principles which shall ensure a better utilization of the professional personnel which is available.

It is recognized that the health team will include experts other than medical and nursing, amongst these being the almoner, other social workers, and physio-therapists, etcetera, and for success the closest co-operation is essential, particularly between the medical staff, social workers, almoners and the public health nurses.

To each health centre almoners should be appointed, and in addition, generalized social workers dealing with the normal problems in the family. It is recommended that because of the wide development of social medicine, which is envisaged involving the work of the whole team, the 'case conference' method shall be more generally used in consideration of all social and medical problems.

In this relation it may be stressed that the need for a closer co-operation between the public health nurse and social worker is desirable and a recommendation is made, that in order to facilitate a deeper understanding of the functions of these two branches of the public health team a certain period of their respective training should be taken together, so that there should be a mutual understanding of each other's work. It is recommended that through the schools of social medicine now being

established by the Nuffield Trust, such training should be possible.

In a comprehensive medical service social work will be inherent in all aspects of the service and in all probability the first contact with a patient will be made at the health centre with the almoners' department. In the past the almoner has been attached to one single hospital and her activities have been bounded by a relatively narrow horizon. The plans which are under consideration would immediately bring her into direct contact with the health visitor, the district nurse, the industrial nurse and other members of the public health team, whose work will be much enriched thereby. There will be many problems which will need solution; for instance, the relative duties of the almoner and the health visitor must be worked out, as it would be unfortunate if a service as recently established as public health nursing should find, by the encroachment of other departments, that its influence in the health field was disturbed.

For instance, social investigations in the home in relation to the health of mothers, babies, and school children, have been satisfactorily carried out by the health visitor for many years. It is an extension of this service into other fields of the public health nurse's influence which is required and the potentialities of all branches of the work should be considered before the final analysis is made.

INDUSTRY AND THE HEALTH CENTRE

Although there is as yet no definite policy with relation to the place of industrial medicine within the function of the health centre, yet it can be said that the closest liaison with the industrial nursing staff of the district must be maintained for co-operation to be effective.

It is, therefore, recommended that an industrial nurse shall act as liaison between the factory and the health centre, so that factory conditions can be interpreted to those who may be dealing with the results of these as they affect the worker in his home.

It is probable that the centralization of medical examinations for employment should rightly be carried out at the health centre, where past medical records of the workers will be easily available. The present method which makes it possible for a worker to pass through several medical examinations conducted by several independent doctors in several factories and finally to be rejected as unfit for work is wasteful both of the doctor's and patient's time, and is unconstructive in that no steps have been taken to correct the disability which has prevented the man from obtaining employment. This, of course, raises the point that the closest liaison between the health centre and factory must be maintained, so that conditions of work are familiar to those who are making the medical examination.

The argument that mobility of labour which in the future will be a more general feature of industrial life would make such a method impracticable, could be overcome by the standardization of a health record to be given to each individual and to be retained by him. The idea, born in this war, of carrying an identity card could be expanded to a more detailed record of the health of the person. Facilities for annual physical examinations which will be available at the health centre will no doubt be used more and more as an appreciation of the positive aspects of health are generally accepted.

SUPERVISION

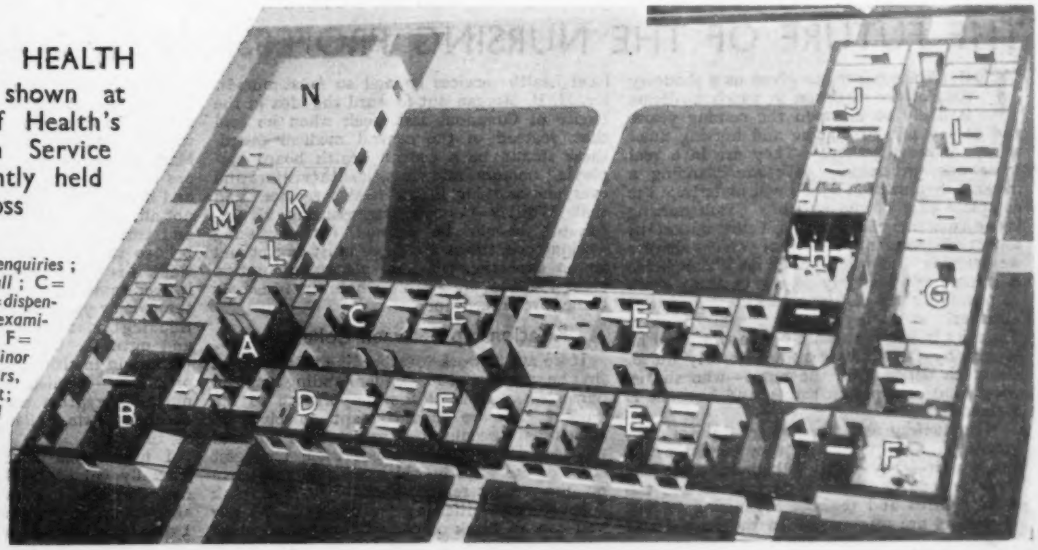
It is now recognized that equally important as sound principles of organization, administration and practice, are those which concern supervision, and have a direct bearing on the development of public health nursing. There is no doubt that in all fields of human endeavour supervision, which implies the ability on the part of the supervisor to stimulate, to guide and to encourage high standards of work, is a necessary factor in sound organization. For that reason it is considered that whenever health visitors are working from a centre a superintendent health visitor should be appointed. She should attend all meetings of the appropriate committees which will administer that part of the work of the centre for which she is responsible. She will advise the committees on all subjects relating to the work of the health visitor, building, equipment, staffing, etcetera. Her duties will include co-operation with the medical staff and correlation of the work of the centre in relation to the needs of the nursing profession; the interpretation to the nursing staff of questions of policy, arranging relief staff and their duties, consultation with health visitors over their work and its development, the investigation of health and social problems in the area, inspecting centre premises, instigating social research, etcetera. She should undertake a constant review of the work of each area to ensure that her staff is able to keep in touch with every angle of their work. Co-ordination of the work of her nursing staff should be her constant concern.

The trend towards more 'generalization' of the health services indicates that in order that a high standard of public health nursing be maintained intelligent supervision is essential. In order to keep the nursing staff up to date with modern developments, both in treatment and prophylactic measures, specialist supervisors should be appointed. The public health nurse, responsible for many of the social and health problems in the home, cannot be expected to be expert on all the specialized problems which will be passed into her care. For that reason she should be able to call for advice and assistance from those who have had special experience in one particular field.

The wide development of social medicine, which is envisaged in the future, suggests that the need for specialist supervisors is emphasized in certain broad fields such as maternity and child welfare, school nursing, tuberculosis, social hygiene, dietetics, orthopaedics, mental hygiene, with which must be linked physiotherapy and rehabilitation, domiciliary nursing and midwifery.

Other papers on the place of the District and Industrial Nurse will follow at a later date

THE MODEL HEALTH CENTRE — shown at the Ministry of Health's National Health Service Exhibition recently held at Charing Cross



A=main entrance and enquiries; B=waiting and lecture hall; C=secretary's office; D=dispensary; E=consultation, examination and waiting rooms F=dental surgery; G=minor surgery; H=eyes, ears, nose and throat department; I=dressing cubicles and waiting rooms; J=doctor's quarters; K=nurse's room; L=sister's room; M=stores; N=caretaker's flat

A NATIONAL NURSING SERVICE

A London Branch Discussion on Suggested Schemes of Hospital Regionalization and Extension of Public Health Services

MISS Gertrude Cowlin took the chair at an open meeting arranged by the London Branch of the Royal College of Nursing to discuss schemes of hospital regionalization and extension of public health services. The speakers from the platform were Dr. Margaret Nelson Jackson M.B., D.P.M. a member of the *Lancet*, editorial staff, Miss F. E. Frederick, superintendent health visitor, Miss E. E. P. MacManus, O.B.E., matron of Guy's Hospital and Miss M. S. Coltart, B.A., A.I.H.A., a hospital almoner.

Miss Frederick began her address by quoting Florence Nightingale who said in 1892 that there were more people to "pick us up when we fell than to help us to stand". This Miss Frederick thought was still true. "Seen from the public health point of view," she said, "the White Paper on a National Health Service, by paying a mere lip service to the preventive field of medicine, may tend to perpetuate the cleavage between preventive and curative work. The White Paper does, however, repeatedly say that all professional organizations will be consulted and it is, therefore, our duty to build something worth while upon the structure it has laid.

What the Mother Wants

After 20 years experience as a health visitor going in and out of the mother's home, I know that although we may not be able to get her opinion we must find out what the mother needs.

She wants some person to whom she can turn for advice and help in the whole rearing and launching of her children; someone to whom she can talk about their health, their management, their character building and the careers they should choose; someone who really knows her family and whom she can ask all the questions she wants. We have all had experience of the mother who comes and says "I suppose I cannot ask you about Tommy because he goes to school now. He has the same trouble he has had since he was two and I know how you could help". Children so often present the same problem thoughout their growing lives and I think the mothers would be much happier if the health visitor and school nurse were one and the same person.

Tuberculosis presents a similar picture and I think the health visitor should also be the tuberculosis visitor. It is important for her to know where there is tuberculosis, and for the mother to be able to discuss with an old friend such a tragic happening in her family. I feel very strongly that by sending these specialized visitors into a home we are marking the house, making all the neighbours ask questions, so that the mother feels conscience-stricken and almost guilty, just when she most needs to have courage.

Provision of Clinics

The White Paper says that the provision of maternity and child welfare clinics should lie with the education authorities. I do not care for the verb lie—"march" or "march forward" would surely have been happier. Another fault I find about the White Paper is that it talks about nursing as an ancillary body—ancillary means a hand maid—are we still to be ancillary, cannot we begin to be self governing?

I firmly believe that on the Local Health Services Council there should be a fifty-fifty representation of preventive and curative medicine. The preventive side would have on it the superintendent of the district nurses and of the health visitors, and they should speak not just as superintendents but as people who can express the views of the working health visitor and district nurse. It is most important that these people, who are in touch the whole time with the people and know their needs, should be consulted on questions of policy.

Experienced Nurses

As the clinics for tuberculosis and venereal disease are to be in the out-patient department, I think there should be amongst the personnel nurses who have had wide experience of public health work in the area. The county council or county borough council should have a superintendent health visitor and district nurse to whom they could turn for consultation and the working health visitor and district nurse would be responsible to their superintendents not to the councils. The superintendent health visitor should supervise the nurseries and the health teaching. It is important that teachers of health be specialists. We all teach individually in the home but are not all capable of group teaching. Those who are should be properly qualified.

The health visitor should be in charge of the family until the children are 18 years old. There is no reference in the White Paper, as it stands, to the care of adolescents and these are the years during which many parents need help. The health visitor should also have some responsibility for the aged and mentally defective. Many of us have had during the war a considerable amount to do for these people and I do think that in the past they have had a very rough deal. The health visitor must keep in touch with them and see that they are cared for in the future.

I do not visualize a health centre like that mentioned in the White Paper. Nurses are mentioned as being provided for the general practitioner but it does not say what kind of nurses. I hope the health centre will be provided by the same authority who provides the clinics—the county council or county borough councils—for I do not think they will provide two buildings in every area and I hope we shall then get clinics and health centres combined. I hope, too, that the medical practitioners at the health centres will be qualified for maternity work; we know from these war years that it is not feasible work for those with little experience.

Post-Certificate Courses

It will be necessary to keep the personnel of the National Health Scheme up to date, to have post graduate training and we must have regulated post-graduate courses for health visitors of a certain standard all over the country. A two weeks' course every three years would be sufficient and there would be ample time for discussion. I have tremendous faith in the public health nurse; she knows a great deal and has had experience of which we are not making use. It is important to keep pace with the young mother; we have feeding at our finger tips, but we must learn all we can on child management. If only we can make use of our experiences and give the health visitor proper training and opportunity, we shall be able to provide a real service in the homes so that every child born in this country is "heir to all the ages' gain".

The following speaker was Dr. Margaret Nelson Jackson, of the editorial staff of the *Lancet*, who spoke on 'The Future of the Nursing Profession'.

THE FUTURE OF THE NURSING PROFESSION

by Dr. Margaret N. Jackson

THE White paper has given us a shadowy idea of the direction in which medicine is likely to move in the coming years, and to my mind medicine and nursing must always move together. They are in a real sense one profession. We are planning a medical organization which will undertake the complete care of the patient. Sick nursing is one aspect, in many cases the most important aspect of treatment. But only one: whether we are able to develop public health medicine is going to turn largely on the teaching given to people by the district nurse, health visitor, almoner and psychiatric social worker. Eugenics in the best sense of the word will be taught by the midwife and maternity nurse. So much depends on the nurse—who she is, what kind of a person she is, and how she is trained.

If midwifery and nursing are to work together on these new lines they must form a single unit—they must, I believe, share the same regions or health service areas and the same centres and regional organizing bodies. If doctors are represented on the central and local health services council so must nurses. Dr. H. B. Morgan put forward the idea in the House of Commons last week when he said that, instead of the central medical board, there should be a central health board employing doctors, midwives, health visitors and everyone working in the health services and that Whitley Councils representing all interested should be formed for discussing working conditions. Nurses must expect and go on expecting till they get representation alongside the doctor on whatever board or bodies are agreed upon.

Relationship Between Colleagues

If we are to work together like this we must first be sure of a proper understanding between ourselves. It is of first importance to the patient that we should adapt ourselves to each others peculiarities, and I hope you will not think it an impertinence when I suggest some of the ways in which we might improve on our present relationships. Do not think I am merely criticizing the nurses. I know you can all think of plenty of ways in which doctors could be renovated and improved, and so can I. But if I talk mainly about the nursing profession it is because we are here today to discuss nursing rather than medicine. Many nurses—not quite all—realize that they are engaged with the doctor in a joint task, and do their share loyally; but some doctors, not all, fail to appreciate that important truth, and treat the nurse as a sort of caddy. I believe that attitude has got to go; but I think it is worth considering for a moment how it ever came into being. Looking back over the twenty years since I qualified, I have been thinking about the nurses I have worked with; and until the last four years I have always worked in institutions, so I have known a lot of nurses—English nurses, Irish and Welsh nurses—Egyptian and Sudanese nurses and one fiery little Italian nurse who was as good as the best.

I have been wondering what qualities I specially valued in those I remember as the real winners. I like the sort who thinks about her patients and makes suggestions. I cannot get on with the sort who says: "Yes,

Doctor" and "No Doctor" and makes no suggestions at all, even though she has plenty of useful ideas. Sometimes she will not make them either because she quite genuinely believes it is not part of her job; but sometimes it is because someone has snubbed her in the past for airing her views. Why should she not air her views? Free speech is our birthright, but nurses surrender it too easily. I think this door-mat spirit has got to go, not only between doctors and nurses, but between nurses and nurses. Doctors have been much to blame, I think, for fostering it but I suspect the nurses have been a little to blame, too.

A Happier Pattern

The door-mat spirit has several bad results, one of the worst being on recruitment. When a vigorous and resourceful young girl of today looks round for a job she is apt to reject nursing out of hand simply because she does not like the thought of being treated like a schoolgirl, and that is a serious loss to one of the greatest professions. In a way it has been bad luck that modern nursing was born during a war and cradled in the military tradition. I think the pattern would have been happier if it had followed the traditions of medical training. If you think of the relations of the medical student with his chief you will see at once what I mean. He is friendly and outspoken; he asks for information directly and he gets a direct and friendly answer. Nobody says to him "You must not address the great Mr. So-and-so except through the house surgeon". The system of hospital etiquette for nurses which has been handed down in England is not, I believe, nearly so rigid in other countries. I had an example of this not long ago. A friend of mine developed an obscure skin condition and was taken into one of the American hospitals now in this country. Doctor after doctor came to look at her and nobody could diagnose it. Finally three of them came in a body and went out still dubious. As the door was closing my friend heard the nurse say (and it was a nurse and not a sister speaking) "Well, well, all you boys examining that poor girl and none of you can say what is wrong with her". Now that seems to me to show the right relationship between the two professions. I would like to imagine that that could happen in any English hospital but just at present I cannot.

There is another serious effect of door-mat spirit. Experiments with rats have shown that if you repeatedly frustrate a rat he looks round for a weaker rat and bites him. Rats are very human in that respect. Whom can the nurse bite when she has just been bitten by someone higher up? Well, obviously, the patient. I do not say she often does, I am quite sure she never means to, but I do feel she has a natural impulse towards something of the kind and she probably relieves it with a little maternal bullying, by tucking his sheets in very neatly and firmly perhaps and daring him to get them untidy again before tea-time. This relieves the nurse but it is not in the best interest of the patients and I hope it will soon go. I think it might if the military tradition in nursing was replaced by the more liberal medical tradition.

Effects of Regionalization

How is the division of the country into regions going to help nursing to develop? Regionalization is going to make it possible, I think, to better the training of nurses. We are beginning to realize that her present training is lagging behind the needs of the country. She is too much of a specialist; she is trained either as a sick nurse, or as a children's nurse, or a fever nurse, or she takes some certificate in mental nursing, tuberculosis nursing or orthopaedic nursing. If she wants to take up district nursing or health visiting or midwifery she has to take extra qualifications outside her basic training. I am all for a basic training; after all, the nurse must have professional standards to build on. But general training at present leaves great gaps, and sometimes these gaps are dangerous, not only to the patient but to the nurse herself. I am thinking, of course, chiefly of experience with infectious disease and perhaps particularly of tuberculosis nursing. A short period in a fever hospital makes her bacteria-conscious in a way that only could be achieved over a much longer period in a general ward; and training in sanatorium methods is a necessary precaution, to my mind, for those who take up nursing. The inexperienced student who encounters a casual case of tuberculosis in a general ward often does not appreciate fully the extreme importance of the precautions she is told to take. The trouble is one branch is isolated from another. A general-trained nurse knows nothing about mental patients or little about fevers; she may have had small opportunity for nursing orthopaedic cases. Yet if she takes up district nursing she may be called upon to attend patients on whose account she needs some knowledge of all these conditions

These are all arguments for a more liberal basic course for doctors and nurses in training in preventive medicine and public health, and I would like to see nursing schools so arranged that they incorporated all hospitals of a region, both general and special, voluntary and municipal. This will also help us to solve the problem of uneven distribution of student nurses in our hospitals. I understand small schemes of this kind are being tried by some municipalities and that one is just about to begin in Birmingham. The voluntary hospitals have formed a joint nursing school where students will get experience of general nursing, children's nursing, and tuberculosis nursing. I know that the machinery for developing such corporate schools already exists, in that hospitals which cannot be approved as complete training schools by the General Nursing Council can become affiliated to larger hospitals. I wish we could see wider use made of that opportunity straight away.

Before I leave this subject of regionalization I would like to say one word about mental hospitals which are very near my heart. At present they do not attract the keenest and most ambitious type of nurse and this seems to me a great pity because psychiatry is making such rapid advances, and is besides such a lively and stimulating study. I think much of this neglect of the mental side of nursing inside the nursing profession springs from ignorance of mental patients. I think perhaps the old idea of diabolical possession still haunts some dark corners of our minds and makes us forget that mentally ill people are not really different from physically ill people; they are patients. What is more, most of them are very pleasant patients. I think if more nurses realized this, the mental hospitals would be better served with staff; and I believe that the best way for nurses to overcome their dread of mental patients is to work among them. So that I would particularly like to see the student nurse in the course of her training spending several months in a mental hospital. I would like her to see more normal people, too, visit infant welfare centres or be seconded for work in the factory clinic. A nurse with such a wide training would, I am sure, be more fitted to take her place in the preventive scheme, and she would be welcomed by doctors who would profit by her generous experience as much as the patients.

One more important change is in my mind. I believe that the Rushcliffe committee did well on the whole in its revision of nurses salaries, though I think most of us agree that it fell short in its provision for the ward sisters; but I am not going to talk about that at length because I do not believe it is the pay which is the chief drawback to a nurse's life today. I think its chief defect lies in the fact that she is unable to have a normal life outside the hospital. I believe, very strongly, that qualified nurses ought, if they wish, to live away from the hospital in homes of their own, and that they should be paid such living out allowances that they do not suffer financially because they make that choice. I know it is more economical and convenient for hospitals to have their nurses living in; but, looking back over the history of nursing, it seems to me the hospitals have had all along an incredibly good bargain. They have always received splendid service from their nurses at a very cheap rate. It is time the country as a whole stopped economizing on one of its most vital needs. I would like the public to be saying to itself just now: "Your nursing will cost you more". And I want the country as a whole to realize that that is a good thing: that if we want our best and ablest girls to enter this rapidly growing and enthralling profession, we have got to secure to them a good life outside their work as well as inside it. *(Other speeches next) week*

Book Reviews

INFANTS WITHOUT FAMILIES—The Case for and against Residential Nurseries.—By *Dorothy Burlingham and Anna Freud.* (*George Allen and Unwin, Ltd., 40, Museum Street, W.C.1; price 3s. 6d.*)

This small book has everything to recommend it. The authors are well known, the subject is of world importance, the style is easy, clear and all conclusions reasoned and exemplified with several accounts from one or other of the nurseries at which the authors have worked.

Some may not agree with the conclusions or may feel that other weightier arguments should be brought to bear on the subject, as the authors though convinced of their opinions are not dogmatic or for against the institutional life for children, but have attempted to evaluate its advantages and disadvantages at the different stages in a child's development and for the different types of child. By reading this book—only 108 pages—the nursery worker will find that she has added to her working insight into the realms of child psychology. She will also be forewarned against any psychologically evil effects of the nursery.

F.F.A., S.R.N., S.C.M.

Britain's War-Time Revolution.
By Hamilton Fyfe. (Gollancz, 8s. 6d.)
Eager comment on the happenings of 1939 to the end of 1942.

The Origin of Food Habits.
By H. D. Renner. (Faber, 15s.)
Unorthodox perhaps, but packed with savoury smells and stimulating speculations.

First—The Infant. No. 1, Britain Advances.
By Cicely Fraser. (Pitman and Sons, Ltd., for the British Council, 1s.)
A delightfully illustrated booklet showing what Britain has done for her children before and during the war.

What the College is Doing

Points of Interest from the Council Meeting on April 20

THE Council met on Thursday, April 20, for another busy session, marked on every side by signs of growth, expansion and increased activity.

Thoroughly Satisfactory

Miss Barrett, financial secretary, in the absence of Sir Comyns Berkeley, presented the balance sheet which proved to be thoroughly satisfactory and was approved by Council. The Council learnt with very great pleasure that Sir William Goodenough, Bart., D.L., J.P., Chairman, the Nuffield Provincial Hospitals Trust, and Mr. Cameron Cobbold, Director, the Bank of England, had accepted an invitation to become Honorary Treasurers to the College. They will work in association with the present Honorary Treasurers, Sir Comyns Berkeley and Dame Ellen Musson, and their advice and interest cannot but prove of great assistance to the Royal College of Nursing in all aspects of its work.

To Meet Demands

The Council agreed that it was necessary to take over further premises on the third floor of the extension to the College buildings (21, Cavendish Square) for the development of the Education Department to permit further extension of the educational courses in response to the increased demands for post-certificate facilities. This will provide two further lecture rooms, one large and one small, common rooms and the necessary cloakroom accommodation for additional students, and will be available for the autumn session.

Deputation to the Minister

The Council noted with great satisfaction that the Minister of Health had agreed to receive a deputation from the Royal College of Nursing, on May 2, to discuss sections two and three of the Nursing Reconstruction Committee's Report on Education and Training and Recruitment, the position of the nurse in a National Health Service, and certain other matters which had arisen lately in connection with the Rushcliffe Nurses Salaries Committee's Reports. The deputation will consist of Miss D. S. Coode, Miss E. E. P. MacManus, Miss G. V. L. Hillyers, Miss M. Houghton, Miss M. F. Hughes, Miss M. Wilmshurst, Miss F. G. Goodall, Miss H. C. Parsons, Mrs. Blair Fish. Lord Horder will accompany the College representatives as chairman of the Nursing Reconstruction Committee.

The Sister Tutor's Training

The Education Department reported that the General Nursing Council had invited the Royal College of Nursing to send a deputation to discuss the proposed course for Sister Tutors which the General Nursing Council had drawn up and approved. The Council chose the following representatives to attend: Miss G. V. L. Hillyers, Miss M. F. Hughes, Miss F. Taylor, Mrs. E. O. Jackson, two Section members chosen by the Sister Tutor Section, one chosen by the Public Health Section and Miss H. C. Parsons.

The Council, on the advice of the Public Health Section, selected Miss I. H. Charley to represent the preventive nursing aspect on the recently set up Rehabilitation Council under the chairmanship of Dame Georgiana Buller. They decided to ask for a second nursing representative on the curative side of the rehabilitation services.

Equal Pay for Equal Work

The Public Health Section asked for guidance from the Council on the question of equal pay for equal work as it affected the nursing profession in view of the prominence of this subject at the present time. The Council stated that they were in favour of equal pay for equal work among nurses, irrespective of sex.

The Public Health Section reported to Council that it supported the resolutions sent forward by the Oldham Town Council that, in view of the advances in midwifery of recent years it was desirable for State-certified midwives to be State-registered nurses, although there was, in certain circumstances, a place for the midwife who was not a nurse.

New Branches

The Branches Standing Committee sent forward from the April quarterly meeting applications for the formation of three new branches in Harrow and Wembley, King's Lynn, and West Cumberland and for full branch status for two sub-branches, the Kirkaldy and East Fife and Redruth, respectively. Owing to difficulties of transport, the Llandrindod Wells Branch and the Hartlepools Sub-Branch regretfully applied to be disbanded for the time being.

A Coupon Difficulty

A resolution from the Leamington and District Branch sent forward to Council raised considerable discussion. The resolution read: "The members have observed with concern that, instead of being able to obtain 'coupon equivalent' enabling an individual nurse to purchase the uniform required without specification of garment, the Board of Trade has published a ruling as follows: 'that the number of garments of any type given in the scheme may not be exceeded even if less of some other garment is supplied.' The Branch feels this restriction of the concession threatens to nullify the usefulness of the rationing scheme for all sections of the nursing community and asks the Council of the Royal College of Nursing to support this protest." Council members upheld the view that it was extremely difficult for nurses to maintain their uniform in good repair under these conditions, particularly, since coupons really needed for aprons could only be spent on dresses and *vice versa*: this militated against the high standards of personal hygiene essential for sound nursing technique and ward administration. Miss Wilmshurst also brought forward the point that the district nurse and the health visitor, on first appointment, were only allowed either a summer weight or a winter weight coat and could not get a second till next year, although they must wear outdoor uniform for a greater part of every working day. She recognized the need for economy in the use of wool, but these nurses were out in all weathers and at all hours. Yet N.F.S. workers employed only part time for a few hours a week had been issued with a good quality woollen outfit for their work.

News to Come

The War Emergency Committee reported that new consultations had taken place with the Board of Trade concerning coupon concessions and that a statement could be expected in the near future. (Mr. Dalton, President of the Board of Trade, made a statement to this effect in the House of Commons on Tuesday, April 18 (see supp. ix).

The Annual Meetings

The General Secretary announced that the annual meetings would take place from June 6, to June 10, and the Rt. Honourable Mr. H. U. Willink, the Minister of Health, had kindly consented to speak at the conference on Thursday evening on 'The Place of the Nurse in the National Health Service.' (For outline of programme, see the *Nursing Times*, April 22, page 290; a full programme will appear shortly and will contain the names of a number of distinguished speakers.)

For Further Work

The Committee for Relief Abroad reported that its register of persons who had volunteered were being submitted for scrutiny to the Ministry of Labour, since nurses in certain fields of special shortage might not be allowed to leave the country because of the needs of the civil population here. Further financial support for this work would be necessary from College Branch members and their friends, if the programme envisaged by the Committee was to be carried out.

The Council approved grants to the extent of £102 to nurses from the Civilian Nurse Air Raid Victims Funds.

New Members

Two hundred and seven new members were enrolled and 809 new members of the Student Nurses Association, making a total of 1,016 new adherents of College policy again this month.

Date of next meeting: May 18, at 2.30 p.m.

COMMENT FROM NEW ZEALAND

Legislation of a momentous nature was passed by the English House of Commons when the Nurses Bill, 1943, became law. This Act constitutes as important a milestone in the progress of nursing in England as the Registration Act of 1919.—*The New Zealand Nursing Journal.*

Correspondence

Salary Scale for Industrial Nurses

I was interested to read in the *Nursing Times* of April 23, an account of the first annual meeting of 'The National Association of Assistant Nurses'. This Association appears to have recognized the need for a proper scale of salaries for those of its members engaged in industrial nursing, and to have lost no time in making suggestions for such a scale, namely, £220—£260 a year for the trained assistant nurse, and £200—£220 for the untrained assistant nurse.

I was asked by the Appointments Officer to take a post as industrial nurse on the staff of a very well-known firm working under contract to the Ministry of Aircraft Production in the North West.. Here the salary for a State-registered nurse is £3 weekly, out of which the nurse has to find her own living accommodation, canteen lunches, travelling expenses to and from work, to say nothing of income tax, and other incidental items. There is no extra payment for additional certificates such as that of the Central Midwives Board (or part of the Central Midwives Board) thehealth visitors' certificate or industrial nurses' certificate.

The Royal College of Nursing drew up a scale of salaries and other recommendations regarding conditions of service for nurses in industry. The suggested scale is as follows; for a State-registered nurse, £260 rising by £15 to a maximum of £350. If the industrial nursing certificate and Part I. of the Central Midwives Board certificate is also required the suggested scale is £285 rising by £15 to £420.

These recommendations of the Royal College of Nursing have been given little publicity in the nursing press, and the question of salaries for the industrial nurse was ignored by those responsible for the Rushcliffe Commission.

If the newly formed National Association of Assistant Nurses is successful in bringing about the adoption of its scale of salaries, in industry, its members will be in the happy and unique position of enjoying a higher salary than that of the State-registered nurses under whom they work!

I am not suggesting that the salaries suggested for trained assistant nurses should be reduced, but that more effort should be made to obtain a standard scale for State-registered nurses, with due regard to qualifications and experience.

E.M.S.
Royal College of Nursing Member,
S.R.N., S.C.M.

[*The National Association of Assistant Nurses does not appear more likely to get its salary scales accepted than the very much larger Royal College of Nursing. We hope to make an announcement on this matter shortly.*—ED.]

Orange blossom in Whitechapel: Miss M Wilden, sister of the London Hospital, marries Lt. P. Hanson, a medical officer of the R.A.F.

A Doctor's Doubt

I would like to recount the following sad little anecdote.

An old doctor came to see me, to know if I could help him. His wife was very ill, and also very unhappy in the nursing home. He wanted to take a little house for her, with nurses of her own. The lifting, however, was very heavy, and it would have needed two people all the time. Naturally he could not have afforded four nurses. I promised to see if I could think of any plan to help him.

As he was leaving, he said sadly, 'And, of course, if I did get the nurses, they would just walk out if there was anything they did not like'. His wife died shortly afterwards.

If nurses of to-day are getting this sort of reputation, though, of course, not all of them, I think it is well that they should know it.

E. B. HIGGINBOTHAM,
Lancaster Gate
Trained Nurses' Co-operation.

Activities of the College

Is it possible for a list of the more general activities of the College of Nursing—as applied to its members, to be published? Many of my fellow nurses ask—what the College is doing to improve conditions, etcetera.

Most people are aware of grants and scholarships offered, but their general knowledge appears to fail when other advantages are asked.

We know that as an institution it would support its members, but it is not getting the support of a great number of nurses.

Perhaps a statement of its work and advantages would encourage larger membership.

"A NON.-MEMBER WHO IS INTERESTED."

[*Here are a few of the chief activities at the moment*:—

(1). *The Royal College of Nursing represents the nursing profession on the Rushcliffe Salaries Committee, and the Taylor Committee for Scotland, and has helped to obtain the increased scales.*

(2) *It represents nurses on the National Advisory Council for the recruitment and Distribution of Nurses and Midwives to the Ministry of Labour.*

(3) *It was responsible for the setting up of the Border Nursing Reconstruction Committee which has reported on the Assistant Nurse, Education and Training, and Recruitment of Nurses.*

(4) *It has worked to obtain from the Board of Trade uniform concessions for nurses, and to increase these, especially with regard to stockings and shoes.*

(5) *It approached the Ministry of Supply to increase the supply of text books, and newsprint for the nursing profession.*

(6) *It provides educational courses at Headquarters, in Scotland, Ireland and in the Provinces, by means of headquarter and branch activities.*

This is a list of which any member can be proud and represents a great deal of continuous hard work.—ED.]

MISS LERRIGE'S THANKS

Miss E. M. Lerrige wishes to make known through the courtesy of the *Nursing Times*, her great appreciation of the gift and many expressions of goodwill from former members of the nursing staff on her retirement from Selly Oak Hospital.

She hopes to be able to write and thank each donor in the near future.

CENTRAL MIDWIVES BOARD

April Meeting.

At the April meeting of the Penal Board of the Central Midwives Board, under the provisions of Rule D.8, the following charges came forward. The first was that against F. A. Brown in that she had, at the Cardiff Assizes, received sentence of three year's penal servitude upon an abortion charge, and the second against H. M. Boston, who had disobeyed various of the Board's rules, in particular that, in a case of abnormal pregnancy, she had not called in a doctor, subsequently notifying the local authority that the child was still-born.

APPOINTMENTS

DAVIES, Miss A. F., S.R.N., S.C.M., sister tutor, Addenbrooke's Hospital, Cambridge.
Trained at Guy's Hosp., S.E.1. Sister Tutor's Certificate of the Royal College of Nursing. Temporary teaching posts at Redhill Hosp. and the Taunton and Somerset Hosp.

HAMMOND, Miss I., S.R.N., S.C.M., sister tutor, Victoria Hospital Blackpool.
Trained at the Royal Victoria Hosp., Folkestone, Brookfield Orthopaedic Hosp., Woodford Green, Essex, and Clare Hall Sanatorium, South Mimms. Sister Tutor Certificate and Housekeeping Certificate of the Battersea Polytechnic, Diploma in Nursing, London University. Ward and theatre sister, Brixham Hosp., Ward sister, theatre plaster and X-ray sister, Brelby Hall Orthopaedic Hosp., Burton-on-Trent. Ward sister, Isolation Hosp., Birkenhead. Night sister and deputy matron, City Hosp., York. Sister tutor, Clare Hall, Sanatorium E.M.S. Hospital, South Mimms.

AT CAMBRIDGE

Branches Standing Committee Quarterly Meeting.

The Quarterly meeting of the Branches Standing Committee was held at Addenbrooke's Hospital Cambridge on April 1, last by kind invitation of Miss White, Matron.

The reports of area Organizers and Departments presented in the morning session showed much intersting activity.

New branches had been formed at Harrow, King's Lynn and West Cumberland. Two sub-branches—Kirkcaldy and East Fife in affiliation with the Edinburgh Branch, and Redruth Sub-branch in affiliation with Truro Branch—requested full branch status. Hartlepools and Llandrindod Wells Sub-branches had disbanded during the quarter due to transport difficulties which had made attendance at meetings increasingly difficult.

The Branches Secretary reported that only 46 branch reports had been received. The progress of the formation of new ward sister groups and the meeting of group representatives held at Birmingham on March 25 was reported and was received with great interest.

The Leamington Branch resolution referring to the Board of Trade ruling in respect of purchase of uniform and the absence of "coupon equivalent" concessions was sent forward to the Council for consideration. (see page 306).

The Sheffield Branch resolution on the restoration to the nurse of freedom of movement within the profession on the cessation of hostilities was sent forward to the Council for its information, with an acknowledgment of the watch already maintained by the Council on this position.

The Student Nurse's Association Unit presented a delightful entertaintment on the previous evening in a novel way— "An Anthology of Cambridge in Verse and Music"—(see *Nursing Times* April 8, page 256) and during Saturday offered their services as guides, ushers and waitresses. They proved to be delightful hostesses and their contribution added considerably to the enjoyment of the visit.

News in Brief

Planned for economy : A corner of the new Maternity wing in the Basford County Institution, Nottingham The space under the babies' cots is used as cupboards

A Doctor's View

In a discussion at Welshpool on the new White Paper, Dr. Shearer said that money spent on health centres could be better spent on improved housing.

To Aid Digeston

An article in the *Practitioner* suggests that an increase of dental hygienists to scale and polish teeth and instruct on dental hygiene might improve national digestion.

Looking Ahead

There are proposals to make Scarborough Hospital the local health centre, with a hospital bus running throughout the day to and from the town.

Skill on Duty

Miss M. J. Ryan, district nurse of Worsthorne, Burnley, has married Mr. H. Finnan of the Royal Army Medical Corps ; she is continuing her work.

British Legion Appointments

Dr. J. Douglas Robertson, Ph.D., D.Sc., M.R.C.P., F.R.S.E., is now clinical pathologist to the British Legion Sanatoria ; visiting orthopaedic surgeon to the new wing at Nayland Sanatorium, Colchester is Mr. A. T. Fripp, F.R.C.S.,

For Rheumatic Victims

The Charterhouse Rheumatism Clinic has opened a branch at 83 Uxbridge Road, Ealing.

A Ray of Hope

The Women's Section of the British Legion are going to spend £3,000 to establish a Home Service Corps of domestic workers.

County Medallists

We congratulate the three county medallists in the 1944 Middlesex County nurses' examination : Miss L. M. Spring, gold medallist ; Miss E. M. Brown, and Miss M. A. Taylor, silver medallists.

From Scotland

Appointment in Perthshire

Miss E. Procter, trainee of Dundee Royal Infirmary, is appointed district nurse at Blackford, Perthshire.

Service in Ayr

Miss Mary Christie has retired after 37½ years as matron of Glengall Hospital, Ayrshire. The staff presented her with a wallet and cheque.

The Way Out

A Scottish suggestion for the solving of the hospitals' domestic workers' problem is that university students and married women should give part time service.

Setting a Precedent

Dame Katharine Jones, R.R.C., principal matron Q.A.I.M.N.S., has been speaking in Scotland to help the 'Salute the Soldier' weeks. She paid tribute to the work of the R.A.M.C. In a base hospital, she said, the patients get the best care in the world.

COMING EVENTS

Guy's Hospital Nurses' League.—A memorial service to the late Mabel, Lady Bonsor, president of the Guy's Hospital Nurses' League since its foundation, will be held in the hospital Chapel, at 2.30 p.m., on Friday, May 5, before the annual general meeting of the League. It is hoped that as many as possible of the past and present members of the League will be present.

St. Stephen's Hospital, S.W.10.—A nurse's reunion and sale of work in aid of the Prisoners' of War Fund will be held from 3 p.m. to 6 p.m. on Saturday, May 13. All former members of the staff are cordially welcome. R.S.V.P.

Inter-Hospital Nurses' Christian Fellowship.—A rally will be held from 3 p.m. to 7.30 p.m. on Saturday, May 13, at St. Thomas' Schools, Picton Place, W.1, to which all nurses are cordially invited. If military operations interfere, this meeting will be cancelled.

Nursing and Midwifery Conference.—A conference for nurses and midwives will be held on Thursday, Friday and Saturday, May 4, 5 and 6, at the Guildhall, Gloucester. Programme of lectures and demonstrations and tickets may be obtained from Miss Palmer, 5, Barton Street, Gloucester and Miss Milford, Community House Gloucester.

FROM ALL QUARTERS

Salary Increase for School Nurses

The London County Council has decided to put the recommended scale of salaries of the Rushcliffe Second Report for school Nurses into operation as from April 1, 1943. The five divisional superintendents of school nursing will in future be called superintendent school nurses, following the nomenclature adopted by the Rushcliffe Committee : in addition five additional posts of deputy superintendent school nurses are being created. The superintendent school nurses will have from 50-99 school nurses working under them and will receive the Rushcliffe Scale for the London area, i.e., £420 a year rising by £25 a year to £520. Previous salaries were £270, rising by £12 10s. to £345 plus cost of living bonus, so that the increase is a marked one.

A Plan for Social Security

Representatives of women's and other organizations recently gathered together to discuss, with the Women's Liberal Federation, Lady Rhys Williams' scheme for uniting income tax allowances with social security benefits. The plan, she maintains, would include the 11 per cent., mostly women and children, whom Mr. Seebohm Rowntree says would not be saved from poverty by the Beveridge scheme. A new feature consists of income tax allowances made in respect of dependents being paid directly to the dependents. In this way, Lady Rhys Williams thinks mothers would be asssured of at least a small income and be able to give their children some of the nice things of life instead of them all coming from the clinic and the school a right no one will question. The public health nurse must be alive to these problems for few people have had her experience ; perhaps with greater leisure she will soon be able to make use of it.

Lifting the Veil

As an initial step in making the public voluntary hospital conscious, the British Hospitals Association gave a party at Claridge's on Thursday last. Sir Bernard Docker acted as host, asking for the help of the press in educating their readers to the part which the the voluntary hospitals must play in any national health scheme ; these were the hospitals which had trained the doctors, pioneered nursing training and sponsored research. The aim of the Government's White Paper, to make available all facilities for health and treatment in sickness for every citizen, whether he lived in town or country, was acceptable to all, but so many people, he felt, expected the national health service to come into immediate operation, which it could not do of course for some years. It would, he continued, be disastrous for all concerned if, in the intervening years, the public ceased to support the voluntary hospitals, which they would so badly need. Nor, he felt, should a system which contributed so materially to the health of the nation be wittingly destroyed. Every year the voluntary hospitals treated approximately one and a half million patients and six and a half million out patients and, since 1925, had extended their beds from 60,000 to 100,000 in number. We await the next step with interest. The work done by the voluntary hospitals is a thicket of news, which a journalist is seldom allowed to penetrate. Why not a joint publicity campaign issued by all the voluntary hospitals ?

STATE REGISTERED NURSES

THE CARE THAT YOU CAN GIVE MEANS EVERYTHING TO WOUNDED MEN

In readiness for fast-approaching future events, the Q.A.I.M.N.S.R. is being expanded.

Applications for immediate commissioned rank are invited from S.R.N.s.

Of all the Nursing work today, the soldiers' needs *must* take first place. These men know and respect the Q.A.I.M.N.S., and honour its splendid traditions.

As a S.R.N., you have the knowledge and skill that can give back life to stricken men. Come forward *now;* it is vital that our ranks shall be complete.

Nurses who applied more than six months ago and were rejected because of lacking experience may make re-application now.

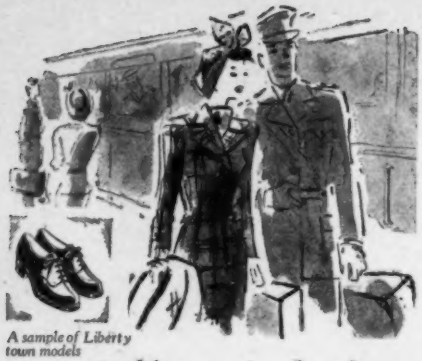
A leaflet with full details of Pay, Allowances, etc., is available on enquiring at your local Appointments Office of the Ministry of Labour and National Service, or by writing to: 24, Kingsway, London, W.C.2.

AN APPEAL TO EX-NURSES

If for personal reasons you cannot volunteer for Active Service nursing, please remember there are many opportunities to return to the nursing profession. Your skill and experience are needed more than ever in the coming months, and if you can give full or part-time help, please get in touch with your local Appointments Office, or write to the above address.

Issued by the Ministry of Labour and National Service

QUEEN ALEXANDRA'S IMPERIAL MILITARY NURSING SERVICE
SUB CRUCE CANDIDA



A sample of Liberty town models

Liberty helps to save transport

You can save the shorter station-to-station journeys if you Walk with Liberty. You enjoy the walking because Liberty Shoes make it enjoyable—and easy. Ask to see the latest Liberty models. You will be as pleased with their correct exclusiveness as with the liberty they give to your feet.

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When patients ask you . . .

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There may be temporary shortages in some areas because increasing numbers of women are taking up active work today—and wanting Tampax. And naturally surgical cotton wool is controlled. But large supplies of Tampax are always in production and are distributed regularly and evenly amongst suppliers everywhere.

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CORRECT BABY'S ACIDITY
with this
GENTLE LAXATIVE

A new-born baby consumes as much as 16 oz. of milk per diem, increasing to about 30 oz. per diem at the 20th week. Unless its digestive organs can assimilate this daily intake acidity is set up, caused by the curdling of the undigested food. A sour stomach—the source of fermentation, flatulence, constipation and diarrhoea—makes baby fretful. For many years the beneficial use of 'Milk of Magnesia' in the nursery has been recognised by the Medical Profession. A teaspoonful given with the first feed in the morning keeps the stomach sweet, ensures easy digestion, softens the bowel contents and aids normal peristalsis.

'MILK OF MAGNESIA'

Of all Chemists and Stores.

'Milk of Magnesia' is the Registered Trade Mark of Phillips' preparation of magnesia.

Royal College of Nursing News

Membership forms may be obtained from the Secretary, Royal College of Nursing 1a, Henrietta Place, Cavendish Square, W.1., or from local branch secretaries

Education Department

We congratulate the following candidates who took the examination of the Royal College of Nursing in March and gained the Industrial Nursing Certificate of the College: M. M. Ford; †M. G. Hamilton; M. I. Healy; M. J. Lovell; *†M. M. McCluskey; †E. MacLeod; †A. McNaught; ‡†J. T. Owens; †K. M. Starritt; † M. G. Westwater (*née* McNaught).

*† College member; ‡ Distinction in the Health of the Industrial Worker; * Distinction in the Modern Industrial System.*

Sister Tutor Section

Sister Tutors Section within the Bristol Branch.—Mrs Lucy Seymer, M.A., S.R.N., Librarian of the Royal College of Nursing gave a most interesting lantern lecture on the History of Nursing to upwards of 200 trained and student nurses, on April 13. She chose as her subject "From Henry VIII to Florence Nightingale". The slides illustrating the lecture were exceptionally interesting and unusual, being selected from among those prepared by the Royal College of Nursing, which were derived from many sources, and old records. Although the lecture was most entertaining Mrs. Seymer stressed the more serious aspect of nursing as a vocation rather than merely an occupation.

Public Health Section

Public Health Section within the Derby Branch.—A lecture and film show will be given by Dr. O'Brien entitled "Treatment of Tuberculosis" at 6.30 p.m. on Monday, May 1 at the Derbyshire Royal Infirmary.

Branch Reports

Belfast Branch.—It was a happy thought on the part of the members of the social committee to mark the resignation of Miss K. Huey from the hon. secretaryship by entertaining her to a social evening in the Grand Central Hotel one evening last week. Dr. Muriel Frazer, the esteemed president of the Branch, welcomed the compay, and during the evening Miss Melville, chairman of the Branch, presented Miss Huey with a wallet containing treasury notes as a small recognition of the extremely valuable work she had done during the seven years she acted as hon. secretary of the Belfast Branch. Miss Huey replied and said how much she had appreciated the help given so generously by members of both the medical and nursing professions. A delightful musical programme arranged by the social committee was thoroughly enjoyed by all present. This was evident by the hearty acclamation accorded to all in a comprehensive vote of thanks proposed by Dr. S. Barron.

Birkenhead Wallasey and Wirral Branch.—The Branch annual general meeting was held at the Children's Hospital, Birkenhead, on March 27, by kind permission of the matron Miss Swinbank, our Branch president. We had much pleasure in welcoming Miss Montgomery, Northern Area Organizer. Following the adoption of the annual report and balance it was unanimously agreed that, as there were no nominations the officers and committee should remain unchanged with the exception of Mrs. Rea Dodgson, who was appointed to the office of vice-president, and Miss Edwards, who was appointed to the vacancy on the committee, caused by the retirement through ill health of Miss Kynastow. Branch officers for the year are: president, Miss E. Swinbank; vice-president, Mrs. Rea Dodgson, R.R.C.; Chairman, Mrs Tickle; joint hon. secretary and hon treasurer, Miss L. J. Bell. Report on the progress of the fund in aid of the Branch's Bed at King George V. Hospital Malta G.C. was not complete, but the secretary reported that proceeds of a dance, and concerts amounted to £121. The business of the meeting concluded, Miss Montgomery gave us a most interesting and instructive address on the new Horder Report, to which we invited members of the Children's Hospital Student Nurse's Association Unit. A vote of thanks was proposed by Mrs Tickle, and the meeting ended with refreshments, kindly provided by Miss Swinbank.

Border Counties Branch.—The Branch held a meeting in Hawick on April 15, when Miss Stewart, Area Organizer, gave a very much appreciated explanatory talk on "The Horder Reconstruction Report."

Bournemouth Branch.—A very good meeting was held on April 30, to discuss the Horder Report, Part 2. Miss Livesey, chairman of the Branch and Miss Lambert, representative, being most helpful in the discussions. It was decided to have another meeting at 3 p.m., Thursday, May 4, at the Royal Victoria and West Hants Hospital, Poole Road, to discuss Part 3 of the Report. Will members please note no further notices will be sent out for this meeting.

Guildford Branch.—A one-day course, of interest to all State-registered nurses, is to be held, subject to national emergency, on Saturday, May 6, at the Royal Surrey County Hospital, Farnham Road, Guildford. The chairman will be taken by Dr. Ferguson, county medical officer of health. **Programme: 10.30** *a.m.*—Registration. **10.45** *a.m.*—"Schizophrenia," Dr. Barber, medical superintendent, Knaphill Hospital. **11.45** *a.m.*—Interval. **12** *noon.*—"Leucotomy and other Special Treatments"—Dr. Cunningham Dax, medical superintendent, Netherne Hospital. **1** *p.m.*—Lunch interval. Please bring sandwiches; hot drinks will be provided. **2.30** *p.m.*—"Neuro-psychiatry Film"—Ministry of Information. **3.30** *p.m.*—Interval. **3.40** *p.m.*—"Psychoneurosis." Miss O. F. Griffith, Diploma in Nursing, London University, S.R.N., R.M. **4.45** *p.m.*—Tea and biscuits.

Hull Branch.—At the general meeting held on April 12, the summer programme was discussed and the following arrangements were made:—*Tuesday, May 2.*—Visit to the British Cod Liver Oil Producers' factory, Marfleet. Film and short lecture included. Members to meet outside the factory gates at 2.45 p.m. (Hedon bus leaves Ferensway 2.30 p.m.) *Tuesday, May 9.*—Visit to the New Theatre to see the play "Arsenic and Old Lace". Tickets, 4s. 6d. Members to meet outside the theatre at 6 p.m. Tickets for those unable to be there before 6.10 p.m. will be left at the box office. Seats must be booked early for this show. If you wish the secretary to book for you would you let her have your name and the ticket money by Monday, April 24, please. *Wednesday, June 21.*—Dr. Halliwell will give a lecture on Skin Diseases in the Recreation Hall at the Hull Royal Infirmary. The lecture will commence at 7.20 p.m. It will be preceded by a general meeting at 6.30 p.m. at which the delegates to the Annual Meeting in London will give their reports. *Tuesday, July 25th.*—Mrs. Walsh (Miss Humber) will give a talk on "The Press—seen through the eyes of a Woman Journalist". This will also be given at the Hull Royal Infirmary. After the address light refreshments will be served.

Isle of Wight Branch.—A meeting of the Branch was held at 60, Monkton Street, Ryde, on April 15, by kind invitation of Miss Moss. After the usual business the chairman, Miss Short, introduced Miss Cherry, lady almoner of the Royal Isle of Wight County Hospital, who gave an enlightening talk on her work—which was followed by an informal discussion, during the course of which much helpful and useful information was exchanged. Miss Moss entertained the members to tea, and they enjoyed a short period of social intercourse. A collection was taken for the Nation's Fund for Nurses. The next meeting will be held at 3 p.m. on Saturday, May 20, at the Royal National Hospital, Ventnor, by kind invitation of the matron, Miss White.

Liverpool Branch.—The annual service for members of the nursing profession and friends will be held at 3 p.m. on Sunday, May 7, at Liverpool Royal Infirmary. No tickets will be issued this year.

London Branch.—Miss N. K. Stapely, North Middlesex County Hospital, chairman of the Ward and Departmental Sisters Group, took the chair at a meeting of the group on April 20 at the Royal Free Hospital. Miss Fletcher, M.B.E., read the report of the meeting held at Birmingham on March 25, from the *Nursing Times*, (see April 1, supplement IX). Members agreed to suggestions one and two but not to suggestion three. Miss Fletcher asked ward sisters to send any suggestions they might have for subjects of lectures or places to visit, to Miss Stapley at North Middlesex County Hospital N.18. that she might arrange them. Miss E. Cockayne, matron, Royal Free Hospital, gave an interesting summary of the Horder Committee's latest reports, which gave rise to discussion. An abstract of this will be published later.

Manchester and East Lancashire Branch.—A lecture on "Post-War Relief in Europe," by Miss O. Baggallay, M.B.E., LL.B., S.R.N., will be held at 6.30 p.m. on Tuesday, May 9, at St. Mary's Hospital (Clinical Lecture Theatre), Whitworth Street West, Manchester. A special service for nurses (Florence Nightingale Commemoration) will be held at 3.30 p.m. on Sunday, May 14, at the Manchester Cathedral. Indoor Uniform.

North Staffordshire Branch.—A general meeting will be held at 6.30 p.m. on Thursday May 11, at the North Staffs Royal Infirmary. Miss Warren, Area Organizer, is to be present to give a report on the April Branches Standing Committee meeting.

Truro and District Branch.—A meeting will be held at 3.30 p.m. on Wednesday, May 3, at the Royal Cornwall Infirmary, Truro, when Dr. Burnell will lecture on "Advantages and Disadvantages of the White Paper."

Worcester Branch.—Members of the Branch recently made an outing into the country for daffodil picking. Members of American nursing units joined in the trip and were enthusiastic in their pleasure at the beauty of the English countryside.

Student Nurses' Association

Field Ambulance Fund

Units of the Student Nurses' Association again sent some good sized cheques to Headquarters for their Field Ambulance Fund. We must specially congratulate Southend Municipal Hospital at Rochford for achieving £30.

Contributions Received during the Week beginning April 17

	£	s.	d.
East Surrey Hospital, Redhill	11	2	6
Southend Municipal Hospital, Rochford	30	0	0
Royal Hospital Bristol	8	0	0
Total	£49	2	6
Total to date	£778	6	0

BIRMINGHAM EXAMINATION RESULTS

We congratulate the successful candidates who took the March examination of the University of Birmingham and the Birmingham Accident Hospital and gained the Industrial Nursing Certificate. These candidates, non-resident students, were: Miss M. Jones (awarded prize); Miss N. Allman; Mrs. S. M. Askew; Miss H. M. Chambers; Miss K. L. Gleeson; Miss E. A. Kilby; Miss E. McCall; Miss G. L. Tudor.

NURSES' APPEAL FOR NURSES

Nations' Fund for Nurses

It is our ambition as each year comes, to give more help to the Nation's Fund for Nurses than we have given in any previous year. We feel that we have failed and disappointed many deserving, patient and lonely old nurses if we do not accomplish this. Last year we gave £910: this year we want to make it £1,000 and so give that much more happiness to those whose lives have been devoted to the care of others and who now need care and comfort themselves. Will you contribute to that comfort, please?

Donations for Week Ending April 22

	£	s.	d.
College Member 10909 (annual subscription) ...	1	1	0
Anonymous		10	0
Matron and nursing staff, Royal Halifax Infirmary	2	16	0
Miss V. M. Jones		2	6
Mrs. A. L. Gesterson (appreciation of Rushcliffe Salary Scheme)	1	0	0
College Member 12255		2	6
Matron and nursing staff, Leicester Royal Infirmary (result of collection taken recently in the nurses' chapel)	5	0	0
Miss J. S. Boyd		5	0
	£10	17	0
Total to date	£8,219	9	10

M. H. Henderson, Secretary, Nurses' Appeal Committee, *Nursing Times*, c/o Royal College of Nursing, 1a, Henrietta Place, Cavendish Square, W.1.

Chelmsford Open Meeting

An open meeting for trained nurses will be held at 5 p.m. on Friday, May 5, at the Chelmsford and Essex Hospital, Chelmsford, by kind invitation of Miss E. Clark, matron, to consider the formation of a branch of the Royal College of Nursing in Chelmsford and district.

Obituary

Miss W. Hanna

We regret to announce the death of Miss Wilhemina Hanna, in the third year of her training at the Royal Halifax Infirmary. A loyal member of the Student Nurses Association and of the Student Christian Movement, she will be a great loss to her training school and to the profession; her sincerity of character made her loved by both patients and colleagues. A memorial service took place in the nurses' home on Easter Sunday.

The Nurses of Britain Ward in the King George V Hospital, Malta G.C.

	£	s.	d.
The Birkenhead, Wallasey and Wirral Branch, Royal College of Nursing	121	0	0
Valuation of Goods	4	10	0
Grand Total	£11,215	6	0

Miss Frances Tickner, trained at Queen Mary's Hospital for the East End, is the new matron of Paignton and District Hospital

ABOUT OURSELVES

FACTORY GIRLS, LISTEN !

The "Maria" cut of Ingrid Bergman in 'For Whom the Bell Tolls', already the rage in America. A demonstration of the cut is shortly to appear in 'Paramount News' throughout the country. Factory girls adopting this style will be able to work machines in safety

Retirement—Miss C. E. Hitchcock

In view of her approaching marriage, Miss C. E. Hitchcock, S.R.N., S.C.M., retired from her position as matron of the Skin Hospital, Birmingham, which she has held since April, 1939.

Prior to her departure, Miss Hitchcock was presented with many tokens of appreciation and esteem, that from the board of management taking the form of a handsomely bound illuminated version of the board's appraisement of her services as recorded in its minutes. The address was accompanied by two cheques, one from the board, the other from its individual members and members of the honorary medical staff.

The nursing and domestic staffs presented a handsome *pêtit point* brush and comb sets, the nursing staff also arranging a social evening, at which Miss Hitchcock was the principal guest, and the sisters entertained her to dinner. The orderly, porter, laboratory, dispensary, clerical and administrative staffs combined in presenting War Savings certificates, accompanied by a suitably inscribed autograph album. Miss E. Baker, S.R.N., S.C.M., sister tutor, Buckinghamshire Hospital, Aylesbury, has been appointed to succeed Miss Hitchcock.

The London Homoeopathic Hospital

At the annual general meeting of the London Homoeopathic Hospital which was held recently, Mrs. Clifton-Brown, in presenting books to the prizewinners in the hospital final examination for 1943, announced that Miss I. Tomlinson who gained first place with 2,805 marks out of a possible 3,200 (87.6 per cent.), and but for the war would have received the award of the gold medal, had obtained the highest number of marks at the hospital on record.

The second and third places were gained respectively by Miss F. Salsbury with 2,491 out of 3,200 (77.8 per cent.) and Miss Catherine Walters with 2,470 out of 3,200 (77.2 per cent.).

Obituary

Mrs. Rebecca Strong

We regret to announce, as we go to press, the death of Mrs. Rebecca Strong, who célebrated her centenary last year. A trainee of St. Thomas's Hospital in 1867, Mrs Strong was a pioneer in the education and training of the nurses retired from the matronship of Glasgow Royal Infirmary in 1907. We hope to publish a full appreciation next week.

IN PARLIAMENT

In the House of Commons, on April 18, Mr. Burke asked the President of the Board of Trade if he would make an allocation of clothing coupons to hospital nurses for the renewal of uniforms.

Mr. Dalton said that hospital nurses were entitled to an initial outfit of uniform worth 94 coupons, and to annual replacements thereafter worth 28 coupons. In return, they were required to give up 6 coupons a year out of their basic ration. This was equivalent to a substantial allocation of clothing coupons.

Mr. Burke asked if the Minister was aware that because of the need for absolute cleanliness they had to keep substantial stocks in reserve. In addition to the uniform, they had to wear black stockings and shoes which were not suitable for outside work. In view of the arduous nature and the value of their work would the President look into the question again and do something more?

Mr. Dalton said he was anxious to do all he could to help the nurses. With regard to stockings, if Mr. Burke would put down a question to him in a fortnight's time, he might be able to add something. He was looking forward into this particular matter carefully, but he did not think that even now nurses were ungenerously treated.

Mr. Leach: Will my right hon. Friend consider the allocation of further coupons to Cabinet Ministers, some of whom were looking rather shabby nowadays?

Mr. Dalton: I always try to set a good example (laughter).

CLASSIFIED ADVERTISEMENTS CONTINUED FROM PAGE VI

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

CITY OF NOTTINGHAM NEWSTEAD SANATORIUM

Student Nurses required. Age from 17 years. Salary: £45 1st year, £50 2nd year, and usual emoluments, also use of uniform. Application forms and particulars may be obtained from Matron, Newstead Sanatorium, Fishpool, Mansfield, Notts. The appointment will be subject to the Local Government Superannuation Act, 1937.

Sister Tutor - Home Sister required. Must be S.R.N. and experience in Tuberculosis Nursing. Salary, emoluments and conditions according to the Rushcliffe scale for Sister Tutor if certificate is held; if not, salary according to experience.

The above appointment will be subject to the Local Government Superannuation Act 1937 and the successful applicant will be required to pass a medical examination. Further particulars and forms of application may be obtained from Matron, Newstead Sanatorium, Fishpool, Mansfield, Notts. (514)

ALBERT DOCK SEAMEN'S HOSPITAL, ALNWICK ROAD, E.16.

Applications are invited for the post of **Night Sister.** Salary at Rushcliffe Rates. F.S.S.N. in force. Applications stating age, qualifications and experience to the Matron. (582)

THE ADELA SHAW ORTHOPAEDIC HOSPITAL, KIRBYMOORSIDE, YORK.

Required: **Night Sister** and **Ward Sister.** Salaries and Conditions according to Rushcliffe Recommendations. Apply giving full particulars to the Matron. (654)

ROYAL SUSSEX COUNTY HOSPITAL, BRIGHTON
(375 Beds)

Night Superintendent required. Candidates must have had experience as a Ward Sister. Salary in accordance with Rushcliffe scale. Federated Superannuation Scheme in force. Applications with full particulars of previous experience, giving a Matron's name for reference, should be sent as soon as possible to the Matron. (651)

DEVONSHIRE ROYAL HOSPITAL, BUXTON, DERBYSHIRE
(E.M.S. Hospital — 299 Beds)

Night Sister wanted. Rushcliffe scale and F.S.S. Apply with full particulars to the Matron. (730)

CHELSEA HOSPITAL FOR WOMEN, S.W.3

Vacancy for **Night Sister.** Gynaecological and midwifery experience essential. Rushcliffe scale of salaries in force. Apply Matron. (824)

ST. HELEN'S HOSPITAL, LANCS.
(182 Beds)

Junior Night Sister, S.R.N., S.C.M., required. Rushcliffe Scheme and Superannuation adopted.

Out-Patients & Accident Dept. Sister, S.R.N. required. Rushcliffe Scheme and Superannuation adopted. Apply Matron. (834)

NORTH RIDING INFIRMARY, MIDDLESBROUGH
WARD SISTER

Above appointment vacant for Female Ward, Medical and Surgical. Salary and conditions according to Rushcliffe scale. Apply giving particulars of training and experience and names for reference to Matron, North Riding Infirmary, Middlesbrough. (483)

NORTH RIDING INFIRMARY, MIDDLESBROUGH

Holiday Sister required for Day or Night duty. Applicants must be State-registered Nurse. Salary at the rate of £130 per annum. (484)

CONNAUGHT HOSPITAL, ORFORD ROAD, WALTHAMSTOW, E.17.

Required for six months from May to October inclusive, a fully qualified **Sister** for Holiday relief work. One with Theatre experience preferred. Apply personally or by letter to Matron. (177)

PRINCE OF WALES'S HOSPITAL, DEVONPORT

Sister required for Male Surgical Ward. Salary according to Rushcliffe Scheme. Apply, stating age, with particulars, to Matron. (437)

VICTORIA HOSPITAL FOR SICK CHILDREN, HULL

Sister required for the Medical Baby Ward at the country branch of the above Hospital. Salary according to Rushcliffe Report and uniform. Federated Superannuation Scheme in force. Apply with references and full particulars to Matron. (594)

ROYAL INFIRMARY, PRESTON
425 Beds

Sister required for Male Surgical Ward, 40 beds. Candidates must be S.R.N. and have had previous experience as a Sister. Rushcliffe scale of salary, etc. Uniform provided and the Federated Superannuation Scheme in force. Apply to Matron. (676)

THE ROYAL HOSPITAL, SHEFFIELD

Relief Sister (over 41) required for administrative duties. Rushcliffe scale. F.S.S.N. Full particulars to Matron. (751)

BUCKS COUNTY COUNCIL
PUBLIC ASSISTANCE COMMITTEE
APPOINTMENTS

Applications are invited for the follow appointments:—

SLOUGH INSTITUTION

Ward Sisters, S.R.N., S.C.M., to w alternate day and night duty.

Assistant Nurses (Senior and Junior) A large annexe to a modern nurses' ho is in course of construction.

Salaries and conditions in accordance w the Rushcliffe scales.

Assistant Laundress, to assist generally laundry and relieve Head Laundress.

Salary £70 per annum, plus war bo £18 4s. p.a. and usual residential ar ments.

AYLESBURY, AMERSHAM, NEWPORT PAGNELL AND WINSLOW INSTITUTIONS

Staff Nurses, S.R.N.
Assistant Nurses.

Salaries and conditions in accordance w the Rushcliffe scales.

The appointments are subject to the p visions of the Local Government Superann tion Act, 1937.

The advertisement for the appointment Ward Sisters is inserted by permission the Ministry of Labour and National Ser under the Employment of Women (Contro Engagement) Order, 1943. Forms of ap cation to be obtained from the Public Ass ance Officer, 18 Walton Street, Aylesbury

GUY R. CROUCH
County Hall, Clerk of the Coun
Aylesbury. (704
18th April, 1944.

THE STAFFORDSHIRE GENERAL INFIRMARY, STAFFORD

Sister, S.R.N., S.C.N., required for Fem Surgical Ward. Salary according to Rushcliffe scale. Federated Superannua Scheme in force.

Apply with particulars to Matron. (686

E.M.S. CHILDREN'S HOSPITAL LANDEMAN CIRCUS, WESTON-S-MAR

Medical Ward Sister required. R.S.C S.R.N., salary according to Rushcliffe sc Applications to the Matron, with Matr name for reference to Bristol Royal Hosp for Sick Children and Women, St. Mich Hill, Bristol 2. (70

The Queen Elizabeth Hospital for Children,
HACKNEY ROAD, LONDON, E.2.
HOME SISTER

This post having been re-established, applications are invited from S.R.N. and R.S.C.N., who must have held a post of Ward Sister. Rushcliffe scale and Federated Superannuation Scheme.

Apply with full particulars to the Matron. (733)

Some of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is a registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual offer.

THE JESSOP HOSPITAL FOR WOMEN, SHEFFIELD

Sister required for Puerperal Sepsis Ward (Country Annexe. S.C.M. & S.R.N. necessary). Salary according to Rushcliffe scales. Uniform provided. F.S.S.N. in force. Apply with all particulars to Acting Matron. (756)

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3
(156 Beds)
AFFILIATED TRAINING SCHOOL
recognised by the General Nursing Council for England and Wales.

Sister required, relief for Ward Sister's holidays. Rushcliffe scale of salary in force. Apply the Matron. (827)

CONNAUGHT HOSPITAL
WALTHAMSTOW ROAD, WALTHAMSTOW, E.17

Sister required for Male Surgical Ward. Fully qualified and State registered. Rushcliffe scale of salary in force. Apply personally or by letter to Matron. (832)

LANCASHIRE COUNTY COUNCIL

Ward Sister required for the male ward (4 beds) at the High Carley Sanatorium, Ulverston (133 patients, men and boys suffering from pulmonary tuberculosis). Salary and emoluments according to Rushcliffe Committee's scale.

Candidates must be State-registered nurses under 40 years of age, and the selected candidate will be required to pass a medical examination and to contribute to the superannuation fund.

The sanatorium, which is pleasantly situated is well equipped and is visited regularly by thoracic surgeons and major chest operations carried out. The post offers good opportunity for promotion.

Good recreational facilities are provided and generous off-duty time is given. One bus route to Barrow-in-Furness and one to Ulverston are allowed each week.

Applications with copies of two testimonials to be forwarded to the Matron, High Carley Sanatorium, near Ulverston.

County Offices, Preston. G. LISSANT COX, Central Tuberculosis Officer.
1 April, 1944 (804)

WELSH NATIONAL MEMORIAL ASSOCIATION

Applications are invited from Sisters (S.R.) for the post of **Ward Sister** at the Tregaron Tuberculosis Hospital, Tregaron, Cards.

Salary according to the Rushcliffe scales. The Local Government Superannuation Act, 1937, is applicable to the Association. Applicants not already in superannuable employment must be under 45 years of age; the person appointed will be required to pass a medical examination.

Applications, stating age, qualifications and experience, and enclosing copies of two recent testimonials, should be sent immediately to the Matron. (782)

ST. MARY'S COTTAGE HOSPITAL, HAMPTON-ON-THAMES
(24 Beds)

Sister required. Salary according to the Rushcliffe scale. Federated Superannuation Scheme in force. Apply with particulars to Matron. (835)

BIRMINGHAM DISTRICT NURSING ASSOCIATION

Queen's: State Registered **Nurses** required for Queen's Roll. Rushcliffe scale. Superannuation. Apply, Superintendent, Bakeley Road, Yardley, Birmingham; and 16, Handsworth Wood Road, Birmingham 20. (270)

HERTFORDSHIRE COUNTY COUNCIL

Masseuse required (non-resident). £240 per annum (plus cost of living bonus £40 6s. per annum) rising by £10 annum to £280.

Assistant Masseuse required (non-resident). £210 per annum (plus cost of living bonus £40 6s. per annum) rising by £10 per annum to £240.

Applications, giving age and experience to Matron, Hempstead House Base Hospital, Hempstead. (779)

SURREY COUNTY COUNCIL

ST. HELIER COUNTY HOSPITAL, CARSHALTON.

STAFF NURSES for Children's Unit, with special duties in the children's kitchen. Candidates *must be over 41 years of age*, should be Registered Sick Children's Nurses and if not already experienced in this work, be willing to undertake the special training which can be arranged. Rushcliffe salary and conditions. Apply to Matron. (815)

NEWARK TOWN & DISTRICT HOSPITAL

Masseuse (C.S.P., M.E., L.E.T.) required, non-resident. Commencing salary £210 per annum, lunch and tea provided.

Federated Superannuation Scheme in force. (Applicants between the ages of 18 and 40 should apply to the Chartered Society of Physiotherapists).

Apply, stating age, qualifications, and experience (if any), to Matron. (811)

COVENTRY & WARWICKSHIRE HOSPITAL COVENTRY

Masseuses required. Salary during first year after qualifying, £200 per annum plus 10 per cent. war bonus, with lunch and tea daily. Candidates with 1 year or more experience, salary not less than £220 per annum plus 10 per cent. war bonus, with lunch and tea. Write stating experience to House Governor. (793)

BROMPTON HOSPITAL, S.W.3

Trained Nurses wishing to gain additional experience with Certificate are invited to write to the Matron, for particulars of one year's training in the medical and surgical treatment of Pulmonary Tuberculosis and other chest diseases.

Assistant Nurses required. If holding Certificate of Tuberculosis Association salary £85 according to experience since qualification.

Salaries and conditions in accordance with the Rushcliffe Report. Minimum salary if S.R.N., £110. Federated Superannuation Scheme in force.

Apply Matron, Brompton Hospital, London, S.W.3. (799)

THE ADELA SHAW ORTHOPAEDIC HOSPITAL, KIRBYMOORSIDE, YORK.

Required, **Two Assistant Masseuses.** Salaries and conditions according to the C.S.P. scales. F.S.S. in force. Apply giving full particulars to the Matron. (655)

ESSEX COUNTY COUNCIL

Orthopaedic Masseuse required by Essex County Council. Certificates in Massage, Medical Electricity and Swedish Remedial Exercises of Chartered Society of Massage and Medical Gymnastics essential. Experience in Plaster work and application of splints an advantage. Scale £210/£10/£240 a year. War bonus and travelling expenses paid. Further particulars, apply Clerk of the County Council, County Hall, Chelmsford, immediately. Applicants must not be persons to whom the Employment of Women (Control of Engagement) Order, 1943, applies. (692)

MANCHESTER CORPORATION CRUMPSALL HOSPITAL
(1,400 Beds)

Applications are invited for the posts of: (a) **Occupational Therapist** (non-resident), for new department at Crumpsall Hospital. Candidates must be certified occupational therapists. Salary including cost of living wages additions £310 6s. rising to £320 6s. less deductions for meals supplied on duty.

(b) **Masseuse** (non-resident). Candidates should have the certificates of the C.S.P. in massage, medical gymnastics, electricity, light and electro-therapy. Salary, including cost of living wages addition £290 6s. per annum, rising by two annual increments to £300 6s., less deductions for meals supplied on duty.

Both appointments are subject to the terms and conditions of the Corporation Grading Scheme. Superannuation Scheme. Medical examination.

Applications to be sent to the Matron at the Crumpsall Hospital, Manchester 8, as soon as possible. (739)

COUNTY BOROUGH OF SOUTHAMPTON
BOROUGH GENERAL HOSPITAL

Applications are invited for the position of non-resident **Masseuse** at the Southampton Borough General Hospital and Municipal Clinics.

Salary £210 per annum, rising by annual increments of £10 to £240 per annum, together with war bonus.

Applicants should have had practical experience in the work, and must possess the necessary certificates of a qualified Masseuse.

Forms of application and particulars of duties, etc., may be obtained from the Medical Officer of Health, Civic Centre, Southampton. (721)

WEYMOUTH & DISTRICT HOSPITAL, WEYMOUTH, DORSET

Whole-time **Masseuse**, non-resident, required. Must hold C.S.P. Certificates and have had recent hospital experience.

Salary according to B.H.A. scale. F.S.S. in force.

Apply, with full details, to the Matron. (748)

THE STAFFORDSHIRE GENERAL INFIRMARY, STAFFORD

Masseuse required immediately. C.S.M.M.G., M.E., L.E.T. Non-resident post. Salary £210 per annum. Lunch and tea provided. Federated Superannuation Scheme in force.

Apply with particulars to Matron. (679)

NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT
(570 Beds)

Senior Radiographer required for M.S.R., S.R.N., preferred. Salary, non-resident, according to B.H.A. scale. F.S.S. in force. Applications as soon as possible to the Matron. (489)

THE HOSPITAL OF ST. CROSS, RUGBY
(Normal complement 16 beds. E.M.S. Fracture Department & Rehabilitation Centre)

Required for holiday duty between June 17th and September 2nd a locum Physiotherapist possessing C.S.M.M.G. qualifications. The post is non-resident. Salary in accordance with experience.

Applications with full particulars should be addressed to the Superintendent. (743)

CITY OF GLOUCESTER
CITY GENERAL HOSPITAL
Municipal Hospital of 600 Beds.

Applications are invited for the posts of **Assistant Radiographer and Staff Nurses** (Non-resident).

Salaries in accordance with the recommendations of the Rushcliffe Report.

Applications, together with copies of two recent testimonials and name of Matron for reference, to be sent to the Matron. (637)

HERTFORD COUNTY HOSPITAL, HERTFORD

Physiotherapist experienced in Rehabilitation required for Physiotherapy Department, which is developing a Rehabilitation branch. B.H.A. scale of salary and conditions of service is in force. Apply with full particulars regarding age, qualification and experience to the Matron. (801)

HERTFORD COUNTY HOSPITAL, HERTFORD

Fully qualified **Assistant Physiotherapist** required for well equipped, modern Physiotherapy Department. Salary according to the B.H.A. scale. F.S.S. in force. Apply to the Matron through the Chartered Society of Physiotherapy. (768)

NORTH RIDING INFIRMARY, MIDDLESBROUGH

Immediate vacancy for a **Pupil Housekeeper** for 3 months course. Honorarium £2 per month.

Applicants must be S.R.N. and have held a Sister's post.

Apply, giving particulars, to the Matron. (312)

ROYAL HOSPITAL FOR SICK CHILDREN SCIENNES ROAD, EDINBURGH

Two **Pupil Housekeepers** required 1st June, for four months course. Honorarium given. In accordance with the Employment of Women Order applicants must be over 31 and have held a Ward Sister's post. Apply with full particulars to Matron. (640)

Relieving

the pain and irritation of Hæmorrhoids . . . .

If the pain and irritation associated with Hæmorrhoids are not promptly dealt with, the congestion and distension of the veins are liable to become severe—and create intense discomfort. The inflammation and soreness also lead to irregularity of bowel movement—which, in turn, causes evacuation to become more and more difficult. By the use of GERMOLOIDS to lubricate and soothe the inflamed and distended membranes the local condition will become much improved—with a chance of complete recovery. Nothing could be cleaner or simpler than the insertion and retention of GERMOLOIDS. 1/5 per box at all chemists.
Trial box free to members of the Nursing Profession.

Germoloids

HÆMORRHOIDAL SUPPOSITORIES

VENO DRUG CO LTD • 68 PALL MALL • LONDON • S·W·1

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is engaged under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

THE WILLESDEN GENERAL HOSPITAL, HARLESDEN ROAD, N.W.10

Housekeeping Pupil required. 1st July. Must have held Ward Sister's Post. Age over 41. Six months course of training. Honorarium £15. Apply Matron. (708)

WEST SUFFOLK GENERAL HOSPITAL BURY ST. EDMUND'S

Housekeeping Pupils required, must be over 41 years of age and held Ward Sister's posts. 4 months Course. Further particulars may be obtained from Matron. (806)

BOROUGH OF ALTRINCHAM

Staff Nurse, S.R.N. or F.R.N., **Assistant Nurses** and **Student Nurses**, also **Holiday Relief Nurses.** Rushcliffe Scheme in force. Hosp. 34 beds. Apply 2 testimonials, Matron, Isolation Hospital, Sunderland Road, Altrincham. (541)

RUTLAND MEMORIAL HOSPITAL, OAKHAM, RUTLAND
(22 Beds)

Staff Nurse required. S.R.N. Salary according to the Rushcliffe Scheme. Apply with full particulars. (137)

ST. MARK'S HOSPITAL
CITY ROAD, LONDON, E.C.1

State-registered **Staff Nurses** required for wards and theatre. Superannuation Scheme in force. Use of uniform. Salary according to the Rushcliffe scale. Apply for application form to the Matron. (18)

CHESHIRE JOINT SANATORIUM, MARKET DRAYTON, SALOP

S.R.N. Staff Nurses required. Rushcliffe scale and conditions. Applications to the Matron. (624)

CITY SANATORIUM, YARDLEY GREEN RD., BIRMINGHAM
STAFF NURSES

General trained nurses required. Facilities for taking T.A. Certificate examination. Rushcliffe salary. Apply to Matron. (506)

CITY OF SHEFFIELD LODGE MOOR HOSPITAL FOR INFECTIOUS DISEASES

State-registered Nurses required for one year's Fever training. Salary and conditions in accordance with Rushcliffe Report. Recognised Training School. Apply to the Matron, Lodge Moor Hospital, Sheffield, 10. (715)

THE STAFFORDSHIRE, WOLVERHAMPTON AND DUDLEY JOINT BOARD FOR TUBERCULOSIS
STAFF NURSES
(candidates must be over 41 years of age)

Staff Nurses needed for Sanatorium Wards Opportunities for qualifying for T.A. Certificate if desired. Special accommodation provided for Nurses who themselves have had to undergo sanatorium treatment and are now able to take up full times duties. Salary, uniform and superannuation in accordance with the Rushcliffe Report. Application forms from Matron, Groundslow Sanatorium, Tittensor, Stoke-on-Trent. (737)

BERKSHIRE COUNTY COUNCIL
GENERAL VACANCIES

Staff Midwife required for Windsor and Wokingham Institutions.

Assistant Nurses for Bradfield, Maidenhead, Newbury and Wokingham Institutions.

Salaries for the above posts are paid in accordance with the Rushcliffe recommendations, which have been adopted by the Council.

Assistant Foster Mother required for Bracknell Children's Home. General domestic duties.

Salary £55 to £95 per annum. Commencing salary according to experience.

Female Attendants required for Bradfield & Easthampstead Institutions. Salary £65—£5—£75 per annum, plus bonus.

Male & Female Nurses (Uncertificated) for Hungerford Institution. With knowledge of mental nursing preferred. Non-resident. Wages 50/- rising to 71/6 plus bonus per week and 40/- rising to 61/6 plus bonus per week respectively. Commencing wage according to experience.

Assistant Masters for Maidenhead & Wokingham Institutions. Salary £100—£5—£120 plus bonus, per annum.

Cooks for Bradfield & Wokingham Institution. Salary £100 per annum. **Assistant Cook** for Wokingham Institution. Salary £86 per annum, also

Laundress, salary £60 per annum, plus bonus, also

Matron's General Assistant. Salary £65 per annum, plus bonus.

Applications to be made on forms obtainable from the County Public Assistance Officer, 3, Abbott's Walk, Reading. (791)

KENT COUNTY COUNCIL
COUNTY HOSPITAL, DARTFORD
(Part II Midwifery Training School)

Staff Nurses, S.R.N., required. The salary according to service within the appropriate Rushcliffe scale £100 to £140 a year with full residential emoluments. Uniform. Superannuation. Medical examination necessary.

Application forms and particulars obtainable from Matron at the Hospital concerned, to whom completed applications should be sent.

Candidates between the ages of 18 and 41 must obtain a letter of introduction from the Ministry of Labour and National Service and enclose the same with their applications.

County Hall, W. L. PLATTS.
Maidstone. Clerk of the County Council.
20th April, 1944. (775)

SAMARITAN FREE HOSPITAL FOR WOMEN
MARYLEBONE ROAD, LONDON, N.W.1.

Staff Nurse required, S.R.N. Rushcliffe recommendations adopted. Superannuation Scheme in force. Apply with full particulars to the Matron. (780)

COUNTY BOROUGH OF WALLASEY "HIGHFIELD" MATERNITY HOSPITAL

Staff Midwives required. S.C.M. Salary and conditions of service in accordance with Rushcliffe Report. Apply Matron. (794)

NATIONAL HOSPITAL, QUEEN'S SQUARE, LONDON, W.C.1.

Assistant Nurses required with not less than two years' nursing experience. Salary according to the Rushcliffe scale. Uniform provided. Apply to the Matron. (40)

NATIONAL HOSPITAL QUEEN SQUARE, LONDON, W.C.1
POST GRADUATE COURSE

State Registered Nurses accepted as Staff Nurses for one year. Certificate given. Salary according to Rushcliffe Scale. Uniform provided. Superannuation Scheme in force. Apply to the Matron. (39)

DR. KERSHAW'S HOSPITAL, ROYTON, LANCS.

Assistant Nurse required, with previous experience, Rushcliffe scale of salary. Use of uniform. Apply to Matron. (289)

SAMARITAN FREE HOSPITAL FOR WOMEN, MARYLEBONE ROAD, LONDON, N.W.1

Charge Nurse required for night duty. Rushcliffe recommendations and superannuation scheme in force. Apply with full particulars to Matron. (596)

CHIPPENHAM NURSING HOME, 82 MARSHFIELD ROAD, CHIPPENHAM

Assistant Nurse required, one with maternity nursing experience preferred. Apply Matron. (742)

STAFF WANTED

Male and Female Assistants are required by the East Suffolk County Council at their Institutions and Hospitals at Onehouse, Bulcamp and Tattingstone, and Eye.

Persons willing to take up this work should state age and Institution preferred. Particulars will be sent on application to the Public Assistance Officer, County Hall, Ipswich. (744)

KENT COUNTY COUNCIL
PUBLIC ASSISTANCE DEPARTMENT
COUNTY HOSPITAL, DARTFORD

Applications are invited for the following appointments:—

Female Mental Attendants (Resident or Non-Resident). Salary Non-Resident £1 17s. 6d. — 2s. 6d. — £2 2s. 6d. plus war addition.

Nursery Attendants (Resident or Non-Resident). Salary Non-Resident £130 per annum rising by £5 per annum to £140.

Female Infirm Attendants. Salary Resident £60—£5—£70.

Applications to the Matron of the County Hospital, West Hill, Dartford, Kent. (773)

BEDFORDSHIRE COUNTY COUNCIL
(PUBLIC ASSISTANCE COMMITTEE)
ASSISTANT NURSES

Applications are invited for the appointment of Assistant Nurse (resident or non-resident) at St. Mary's Hospital, Luton, at salaries in accordance with the Rushcliffe scales.

The appointments are subject to the Local Government Superannuation Act, 1937, and the successful applicants will be required to pass a medical examination.

Forms of application can be obtained from the Matron, St. Mary's Hospital, Luton.

J. B. GRAHAM,
Clerk of the County Council.

Public Assistance Office,
81, High Street, Bedford.
24th April, 1944. (785)

SURREY COUNTY COUNCIL

Assistant Nurses over 41 years of age, at St. Anne's L.M.S. Hospital, Redhill and Shabden Park Hospital, Chipstead. Rushcliffe salary and service conditions. Apply to Matron. (812)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

NORTH STAFFORDSHIRE ROYAL INFIRMARY, STOKE-ON-TRENT
(472 Beds) (Preliminary Training attached)

Applications are invited for the position of **Student Nurses.** A good standard of education is required. Age 18-22. Salary £40 first year, £45 second year, £50 third year, £60 fourth year. Apply to the Matron. (14)

HUDDERSFIELD ROYAL INFIRMARY

There are vacancies for women of good education as **Student Nurses** at the Preliminary Training School. They will be coached throughout by a Resident Sister-Tutor. Ward work is undertaken after a three months' course in the school and the training lasts for three years. Salary: 1st year, £40; 2nd year, £45; 3rd year, £50; plus board, residence, uniform and laundry. Federated Superannuation Scheme in force. Nurses who have passed the Final State Examinatiton in Children's Fever Nursing may also apply for two years' general training. Enquiries to be addressed to the Matron. (30)

ROYAL BERKSHIRE HOSPITAL, READING
TRAINING SCHOOL FOR NURSES

There are Vacancies for **Probationer Nurses** for increase of Staff. A good standard of education is required. Age 18-30 for three years' training. Candidates are also received between 17 and 18 years of age for one year's preliminary training at the Branch Hospital. Rushcliffe scale of salaries. For particulars apply to Matron. (6)

ST. MARKS' HOSPITAL
CITY ROAD, LONDON, E.C.1.
AFFILIATED TRAINING SCHOOL

Student Nurses required. Applications are invited from candidates of good education. Minimum age 18 years. Modern Nurses' Home. Salary according to the Rushcliffe scale. Uniform provided.

Application forms may be obtained from the Matron (19)

QUEEN MARY'S HOSPITAL FOR THE EAST END STRATFORD, E.15
(RECOGNISED TRAINING SCHOOL)

Probationer Nurses required. Well educated; age 18 to 30 years. Four years' training. Superannuation scheme in force Uniform provided. Midwifery, Part 1, can be taken in fourth year.

Apply by letter or personally any morning to Matron. (33)

CONNAUGHT HOSPITAL
ORFORD ROAD WALTHAMSTOW
LONDON, E.17 (118 BEDS)
(Recognised Training School)

Resident Sister-Tutor. There are vacancies for well-educated **Probationers.** Four years' training inclusive of trial period. Salary according to Rushcliffe scale. Uniform provided. Day off weekly. Federated Superannuation Scheme in force.

Apply for forms and particulars to the Matron. (7)

VICTORIA HOSPITAL, BURNLEY
(169 Beds)

Student Nurses required, age 17½ years to 30 years. Salary according to the Rushcliffe Scale. Uniform provided. Resident Sister Tutor. Apply to the Matron for forms of application. (104)

ROYAL WATERLOO HOSPITAL FOR CHILDREN AND WOMEN
WATERLOO ROAD S.E.1.
Recognised Training School)

Applications are invited from well educated girls for 3½ years' training as **Nurses** Minimum age 17 years. Preliminary training school in existence. Part of the period of training will be spent at the Sector Hospital, Chertsey. Salary £40, £45, £50 and £60. Uniform provided. Holiday and sick allowances given. Forms of application may be obtained from the Matron. (20)

KING EDWARD VII HOSPITAL, WINDSOR

Probationers required. Candidates must be strong and well educated. Age 18 to 30. Salary £40, £45, £50. Apply for forms and particulars to the Matron. (579)

LONDON COUNTY COUNCIL
MENTAL NURSING

Student Nurses (aged over 17) required St. Ebba's Hospital, Epsom, Surrey, and Park Hospital, Epsom (hospitals for nervous and mental disorders). Free training course including four weeks in preliminary training school. Excellent promotion prospects. Previous experience not necessary. Commencing salary £135 a year. Moderate charge for lodging, washing and meals. Hours now 48 a week. Three weeks' annual holiday. Uniform free. Opportunity for pensionable employment. Free rail voucher from home to hospital. **Married Women** (trained or untrained) accepted for non-pensionable employment (resident or non-resident). Application form from Matron at either Hospital. (772)

ROYAL NORTHERN HOSPITAL HOLLOWAY, N.7
STUDENT NURSES

Candidates of good education between the ages of 18 and 33 can be received into the Preliminary Training school for nine week's training (without fees) before entering the Wards. Salary, superannuation and conditions of service in accordance with the Rushcliffe scale. On completion of 3 years' training, selected Nurses have the opportunity of training for the C.M.B. examination. Apply to Matron for full particulars.

CITY MENTAL HOSPITAL, HUMBERSTONE, LEICESTER

Probationer Nurses required. Age 18 to 30. Height not less than 5 ft. 4 ins. School-leaving certificate or the equivalent is desirable, but not essential. Commencing salary at present £70 per annum, with board, lodging, washing, valued at approximately £61 2s. per annum.

The hospital is a recognised training school for the G.N.C. and R.M.P.A. Certificates, and courses of lectures and instructions are given by the Medical Staff and Sister Tutor.

There is a modern Nurses' Home, and there are social and recreational facilities.

Stamped addressed envelope for application form should be sent to the Matron.

LORD MAYOR TRELOAR CRIPPLES' HOSPITAL, ALTON, HANTS.
(400 Beds)

Affiliated with The Westminster Hospital, The Hospital for Sick Children, Great Ormond Street, and the Royal Hospital, Richmond County Hospital, Winchester.

There are early vacancies for **Student Nurses.** Candidates are received at the age of seventeen, and must have good health and be well-educated. Salary in accordance with the Rushcliffe Report. Federated Superannuation Scheme in force after first year.

Candidates are prepared for the preliminary State Examination, and for the Orthopaedic Examinations of the Central Council for the Care of Cripples.

Student Nurses may compete for the Dame Annie Treloar Scholarship, value £50.

Send stamped addressed envelope to the Matron for application form.

BUSHEY & DISTRICT HOSPITAL, BUSHEY HEATH, HERTS.
Affiliated Training School.

Student Nurses required. Age from 17½ years. Rushcliffe scale of salaries, etc. Apply Matron.

WESTERN OPHTHALMIC HOSPITAL 155 MARYLEBONE ROAD, LONDON, N.W.1

Probationer Nurses. A limited number of vacancies occur for young ladies of good education as probationers. Age 18½ years and over. Two years' training in ophthalmic nursing. Lectures and certificate given. Salary £30—£35 per annum. Applications on special forms supplied on request to the Matron.

ASHFORD HOSPITAL, KENT
(90 plus 40 E.M.S. Beds)
RECOGNISED TRAINING SCHOOL

Probationers required, 17-30 years. Preliminary Training School 8 weeks. Salary according to Rushcliffe Report. Uniform provided. Apply for forms and particulars to the Matron.

CITY SANATORIA, BIRMINGHAM
Affiliated with Dudley Road Hospital
PROBATIONER NURSES

Four years' training. Rushcliffe salary and conditions of service. Apply to Miss Davies, Matron, City Sanatorium, Yardley Green Road, Birmingham.

ST. MARY'S HOSPITAL, PADDINGTON W.2.

Applications are invited for position of **Student Nurse.** Preliminary Training School eight weeks. Salary and conditions in accordance Rushcliffe Scheme recommendations. Enquiries as to the earliest vacancies should be addressed to Matron, who will be pleased to interview parents with girls of school leaving age interested in Nursing Profession.

THE BOLTON ROYAL INFIRMARY
TRAINING SCHOOL FOR NURSES
APPROVED BY THE GENERAL NURSING COUNCIL — 245 Beds

Student Nurses required, age 18-30 years. Salary, emoluments, and conditions of service in accordance with Rushcliffe scales. Apply for full particulars to Matron. (595)

DONCASTER ROYAL INFIRMARY
APPROVED TRAINING SCHOOL FOR NURSES

There are a limited number of vacancies for well educated **Student Nurses** to enter the Preliminary Training School, July 15th, 1944.

Salary according to Rushcliffe scale. Uniform provided. Age 18 to 30 years. A reduced period of training is available for State-registered Fever or Children's trained Nurses.

Apply to Matron. (622)

ROTHERHAM HOSPITAL
(Approved Training School for Nurses)

There are vacancies for **Student Nurses** (age 18) for increase of staff. A good standard of education is required. Training lasts for three years. Nurses are coached throughout by a qualified Sister Tutor. Salary, First year £40, Second year £45, Third year £50, with full board, laundry, uniform and laundry. Forty-eight hour week being introduced. Annual holiday with full salary and board allowance given. Apply, Matron, Rotherham Hospital, Doncaster Road, Rotherham. (695)

THE STAFFORDSHIRE, WOLVERHAMPTON AND DUDLEY JOINT BOARD FOR TUBERCULOSIS

Applications are invited for post of **Staff Nurse** in the Sanatorium. Training is two years. Salary, 1st year £45, 2nd year £50. Modern Nurses Home and classes. Facilities for taking T.A. Certificate. Uniform provided. Rushcliffe and Superannuation Scheme in force. Apply for application form to: Matron, Groundslow Sanatorium, Tittensor, Stoke-on-Trent. (738)

BETHLEM ROYAL HOSPITAL
(for Mental and Nervous Disorders)
MONKS ORCHARD, EDEN PARK, BECKENHAM, KENT

Vacancies exist for a limited number of **Student Nurses** between the ages of 18 and 35 who wish to train as Mental Nurses. The Hospital is recognised as a training school by the General Nursing Council and facilities are provided for Students who wish to take their general training after obtaining their certificate in mental nursing. Commencing salary 25s. a week, plus 7s. 6d. war allowance. No deduction for board, lodging and laundry. Ration allowance paid during periods of annual leave. Hours of duty 48 per fortnight (equivalent to a 48-hour week). Apply Matron. (781)

THE ROYAL CANCER HOSPITAL (FREE)
(Incorporated under Royal Charter)
FULHAM ROAD, LONDON, S.W.3.
(156 Beds)
AFFILIATED TRAINING SCHOOL
recognised by the General Nursing Council for England and Wales.

There will be vacancies for **Student Nurses** (age 18 to 30. Salary first year £40 per annum. Second year £45 per annum. Uniform provided. Lectures by medical staff and Sister Tutor. Applications to be made to the Matron. (828)

EPSOM HOSPITAL, MITCHAM, SURREY
COMPLETE TRAINING SCHOOL FOR NURSES

Student Nurses required aged 18/30. Must be well educated, strong and healthy. Salary according to Rushcliffe scale. Lectures given by qualified Sister Tutor and Honorary Staff. Full particulars may be obtained from Matron. (823)

GENERAL INFIRMARY AT LEEDS
(825 Beds)
Approved Training School for Nurses

There are vacancies for **Probationer** Nurses for increase of staff. A good standard of education is required.

Courses on Supplementary, Children or Fever Registers accepted as second-year work for three years' training.

Salary according to the Rushcliffe Scale. Age 18-30 years.

Applications should be made to the Matron, who will be pleased to interview a number of girls of school-leaving age interested in the nursing profession. (839)

QUEEN ELIZABETH HOSPITAL FOR WOMEN, S.W.3
AFFILIATED TRAINING SCHOOL

Vacancies for **Probationers** in June, 1944. Preliminary Training School. Applicants must be well educated. Age from 18 years. Apply Matron. (822)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Orders, 1943.

CITY OF BIRMINGHAM
PUBLIC HEALTH DEPARTMENT
HOSPITALS SECTION
PROBATIONER NURSES
General Hospitals

Dudley Road Hospital, Birmingham 18, and *Selly Oak Hospital, Birmingham* 29. Complete General Training Schools. Three years' training (excluding trial period). Salary £40, £45 and £50 p.a. for first, second and third year respectively. Candidates taken at 17½ years of age.

Infectious Diseases Hospital, Little Bromwich Hospital, Birmingham 9. Fever Training School. Two years' training. Affiliated with the General Hospitals for shortened General training. Salary £40 and £45 p.a. Candidates taken at 17 years of age. (9)

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

BROMPTON HOSPITAL, S.W.3

Student Nurses required to train for the Certificate of the Tuberculosis Association. Minimum age 19 years. Two-year course. Salary: 1st year 45, 2nd year £50 with usual residential emoluments as recommended by the Rushcliffe Committee.

Apply Matron, Brompton Hospital, London, S.W.3. (3)

NORTHAMPTON GENERAL HOSPITAL
(410 Beds)

Student Nurses required. Preliminary Training School—12 weeks. Salary and conditions as Rushcliffe Scheme recommendations. Apply Matron. (331)

THE LONDON CHEST HOSPITAL, VICTORIA PARK, E.2.

Student Nurses required. Affiliated Training School. Students trained for the Preliminary State Examination and the Tuberculosis Association Certificate. Salary £45 1st year, £50 2nd year. Apply Matron. (572)

KING EDWARD MEMORIAL HOSPITAL, EALING
RECOGNISED TRAINING SCHOOL

Vacancies for **Student Nurses.** Next Preliminary School starts June 14th and after in October. Apply for full particulars to Matron. (609)

THE STAFFORDSHIRE GENERAL INFIRMARY, STAFFORD

Student Nurses required age from 17 years. 3 years training. Salary £40, £45, £50. Uniform provided. Application forms may be obtained from the Matron. (681)

GRIMSBY AND DISTRICT GENERAL HOSPITAL
(237 Beds)

Student Nurses required. Salary and emoluments according to the Rushcliffe Recommendations. Day off weekly. Reduced period of training for Nurses on the Supplementary Register. Apply for full particulars to the Matron. (758)

WEST SUFFOLK GENERAL HOSPITAL
BURY ST. EDMUND'S
PRELIMINARY TRAINING SCHOOL

There will be vacancies for **Student Nurses** on September 1st. Applications are invited from candidates of good education. Salary according to Rushcliffe scale. Uniform provided. Application forms may be obtained from Matron. (805)

NURSES WANTED

20 words 5/- and 1/- for every additional 4 or part of 4 words

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

Applications invited from well educated strong girls not over 18 for **Student Nurses.** A love for sick children essential. Rushcliffe salary and conditions. Affiliated training school. Apply Matron, John Capel Hanbury Hospital, Dr. Barnado's Homes, Woodford Bridge, Essex. (190/23)

Nurse-in-Charge required for Industrial Ambulance Room. Salary, £285 p.a. Industrial certificate required. Apply stating age, details of experience, with copies of recent references to Box No. 575, the "Nursing Times," St. Martin's Street, London, W.C.2. (575)

Probationers required. Age 17. Convalescent work suitable for girls waiting to take full training. Apply Matron, Stoneham Park House, Upper Bassett, Southampton. (605)

Queen's Nurse required as Assistant Superintendent. Particulars on application. F.S.S. Rushcliffe Salary scale. Superintendent, Queen's Nurses' Home, Middlesbrough. (699)

Queen's Nurse required for Caldercruix, Lanarkshire. General, maternity and child welfare work undertaken. Salary according to Taylor scale. Motorist. Comfortable lodgings. Apply County Superintendent, Public Health Offices, Beckford Street, Hamilton. (729)

Queen's Nurses: Two required. One as senior for small general training home capable of taking charge in Superintendent's absence. Rushcliffe salaries. Apply Superintendent, Croydon Nursing Service, 8, Katharine Street, Croydon. (452)

S.R.N's required for Queen's Roll. Small training home. Rushcliffe scale salary. Apply Superintendent, Croydon Nursing Service, 8, Katharine Street, Croydon. (453)

Two **Ward Sisters,** S.R.N., required by Middlesex County Council at White Webbs Home, Clay Hill, Enfield, Mx. for aged men and children. One resident and one non-resident. Salaries and conditions in accordance with the report of the Rushcliffe Committee. Unestablished staff. Apply to Acting Matron "D" at above address, giving full particulars (618)

Wanted, **S.R.N.** for general district work. Live in home. Salary and conditions according to Rushcliffe Report. Apply Matron, District Nurses Home, 65 Old London Road, Hastings. (658)

(Miscellaneous)

Good Nannie or Mother's Help wanted for 3 young children; girl 5½, shortly going to school, boy 3½, a baby girl 1 year. Good home, good wages and outings, own nurseries, etc. Apply or write, Mrs. Rogers, Langley Wood, Barnfield Wood Road, Bromley, Kent. Beckenham 2997. (616)

Will lady with nursing experience help another run a house (Wiltshire) and care for three charming elderly invalids. Night and day nurse and plenty of daily help except Sundays. Write fully Box. No. 772, the "Nursing Times," St. Martin's Street, London, W.C.2. (772)

The advertisements for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943.

LONGSTONE & ASHFORD D.N.A.

District Nurse-Midwife required. Pleasant area North Derbyshire. Car and good furnished rooms available. Salary, etc. Rushcliffe scale. Apply Mrs. C. Boot, Thornbridge Hall, Bakewell. (763)

District Nurse required for double district. General Nursing and Midwifery undertaken. Cyclist. Share cottage with other nurse. Rushcliffe scale of salary. Superannuation Scheme in force. Miss Gough, 4 Claremont Bank, Shrewsbury. (809)

Queen's. State-registered Nurses required to qualify for the Queen's Roll. F.S.S. and holiday allowance. Apply, Superintendent, Essex County Nurses' Training Home, Beachcroft Road, Leytonstone, E.11. (2)

Queen's.—Two S.R.N.s required wishing to qualify for the Queen's Roll. New Scale of salary paid. Cyclists. F.S.S. **Queen's Nurse** required for General Nursing in the Central Home. Cyclist. F.S.S. Apply Matron, 25, Erleigh Road, Reading. (13)

Scunthorpe District Nursing Association Wanted. **S.R.N.** for general district work; also **S.R.N.** to train for Queen's Roll. After training to return to work in Scunthorpe. Apply Superintendent, 92, Oswald Road, Scunthorpe. (561)

Second **Night Sister** required. Salary according to Rushcliffe scale. Superannuation scheme in force. Apply Matron, Robert Jones & Agnes Hunt Orthopaedic Hospital, Oswestry. (761)

Trainees for R.M.P.A. Certificate required, by permission of the Ministry of Labour and National Service under the employment of Women (Control of Engagement) Order, 1943. Commencing salary £60 p.a. plus war bonus, holiday bonus, uniform and full emoluments. Apply to Matron, Peckham House Mental Hospital, Peckham, London, S.E.15. (722)

QUEEN'S NURSES WANTED

Rochdale, Lancs. Assistant Superintendent required. Training Home for Queen's Nurses. Rushcliffe salary. Modern home.

Barrow, Lancs. Senior Nurse under Superintendent. General nursing only. Cyclist and motorist. Rushcliffe scale. Home.

Woolwich. Senior nurse required, general and midwifery. Suitable for one wishing to gain administrative experience. Home.

Birmingham (Acocks Green), (1) Senior. **Nurse** under Superintendent. General Nursing only, small Home. Cyclist. Rushcliffe scale. F.S.S. (2) Two for staff. Cyclists.

Ashington, West Sussex. Single district. Combined duties. Motorist. Furnished cottage available. Rushcliffe salary.

Brymbo, Denby. Single district. General Nursing and Midwifery. Furnished house provided and resident caretaker. Rushcliffe scale salary.

Barnsley, Yorks. Four employed, one required for general work. Cyclist preferred. Rushcliffe scale. F.S.S. Home.

Charminster, Dorset. Single district (rural area). General nursing and midwifery. Motorist. Rushcliffe scale. Small unfurnished cottage available suitable for nurse with relative or friend.

Cheddleton, Staffs. Double district, one required. General nursing and midwifery. Cyclist & motorist. Car provided. Home. F.S.S. Rushcliffe scale.

Grangetown, Nr. Middlesbrough. One full time Midwife. Cyclist. Partly furnished house or rooms available. Rushcliffe scale.

High Wycombe, Bucks. One Midwife and one General Nurse. Cyclists. Rushcliffe scale salary.

Kilburn. General nurse. Day off weekly. Rushcliffe scale. Home.

Malpas, Cheshire. Single district. General nursing and midwifery. Rural area. Motorist essential, rooms provided. Rushcliffe salary.

East Barnet, Herts. Health Visitor and School Nurse. Cyclist. Rushcliffe salary. Home.

Newport, Isle of Wight. One of four required. Combined work undertaken. Cyclist and motorist, or willing to learn. Home.

St. Alban's, Herts. One for staff. General nursing. Cyclist. Rushcliffe scale. Home.

(Continued on next page)

ENEMAS Demand continues for the "Perfex" and "Satinetta." Recommended by Doctors and Nurses.
BREAST RELIEVERS Ingram's "Omega" remains consistently popular. A sturdy job, designed in collaboration with Medical authorities.
AIR CUSHIONS The "Atalanta" is strongly built, to stand up to years of hard wear. Specially made seams — no leakage possible.
BRITISH MADE.
J. G. INGRAM & SON, LTD.
The London India Rubber Works, HACKNEY WICK, E.9

(Continued from previous page)

Scunthorpe, Lincs. General nurse for staff. Cyclist. Rushcliffe scale. F.S.S.

Tottenham, Middlesex. Two for general work. Cyclists. Home.

West Wittering, West Sussex. Single district. Combined duties. Motorist. Rooms (cottage being considered). Rushcliffe salary.

Westham, Dorset. Third nurse as increase. General, nursing, midwifery. Cyclist. Separate living accommodation or may share house. Rushcliffe scale.

Wimbledon. General nurse for staff. Cyclist. Rushcliffe scale. Home.

BERKSHIRE COUNTY NURSING ASSOCIATION

Applications are invited from **Queen's Nurses** for the following appointments. The work includes midwifery, maternity, general nursing and health visiting. Cyclist, motorists or willing to learn. Federated Superannuation Scheme in force. Salaries according to Rushcliffe scale.

Emergency staff. Nurses needed for emergency staff.

Brightwalton. Furnished cottage provided.

Buckland. Two employed, one required. Nurses live in different parts of district. Pleasant furnished rooms with attendance.

Eastbury. Furnished cottage provided.

Hagbourne & Harwell. Double district. 2 nurses required. Unfurnished bungalow.

Hampstead Norris. Partly furnished house provided. Three nurses employed, each living in own area.

Newbury. For increase in staff, 7th nurse required. Live in home.

LANCASHIRE COUNTY NURSING ASSOCIATION

Failsworth. Double district near Manchester, one required. General nursing, cyclist. Home.

Garston. Double district near Liverpool, two required. General nursing. Furnished or unfurnished house available, cyclist and/or auto/cyclists.

Rushcliffe scale salary. F.S.S.

Apply Queen's Institute of District Nursing, 57, Lower Belgrave Street, London, S.W.1. (797)

MALE NURSES

MIDDLESEX COUNTY COUNCIL
MALE NURSING STAFF

Applications invited for the following appointments. Application forms and full particulars can be obtained from the Matron "D" of the hospital at which appointment is desired. Appointments are non-resident, unestablished and subject to medical examination. Candidates must be over military age or ineligible for military service on medical grounds.

Male Staff Nurse (General). HILLINGDON COUNTY HOSPITAL, nr. UXBRIDGE, MX. S.R.N. (general) essential. Salary and service conditions in accordance with Second Report of Rushcliffe Committee on Nurses Salaries. Scale 96s. 6d. by 5s. to 111s. 6d. per week.

Assistant Male Mental Nurse. NORTH MIDDLESEX COUNTY HOSPITAL, EDMONTON, N.18. Experience in mental and chronic nursing essential. Salary £3 p.wk.; annual increments of 2s. 6d. weekly up to £3 15s. p.wk. considered. Additional cost of living bonus. Service conditions, etc., in accordance with County Council's Grading Scheme.

Male Nurses (Resident) required at MIDDLESEX COLONY, Harper Lane, Shenley, Nr. St. Albans, Herts., an Institution certified for the reception of mental defectives. Commencing wage £2 10s. p.w. rising by one increment of 7/6 and five of 2/- to 67/6 p.w.; for Preliminary Certificate of the Royal Medico-Psychological Assoc. 3/- additional and 6/- for final certificate plus appropriate bonus. Board, lodging, laundry 20/- p.w. plus any additions arising out of extra cost of living consequent upon present war. Three or more years' service qualifies for appropriate increment and proficiency pay. Application forms obtainable from Medical Superintendent "D" of Colony.

C. W. RADCLIFFE.
Clerk of the County Council. (819)

MIDWIFERY

Nons of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

ILFORD COUNCIL MATERNITY HOME
(51 Beds)

Vacancies for **Pupil Midwives.** Pupils who are State-registered Nurses, trained and prepared for examination under new Rules of C.M.B. Part I.

Free training with salary of £65 per annum; uniform provided. Examination entrance fee paid. The provisions of the Local Government Superannuation Act, 1937, will apply.

Apply to Matron, Maternity Home, Eastern Avenue, Ilford. (784)

BIRMINGHAM MATERNITY HOSPITAL
LOVEDAY STREET, BIRMINGHAM

Pupils prepared for the Part I examination of the Central Midwives Board.

State Registered Nurses and non-State-Registered Pupils accepted.

Rushcliffe Scale of Salaries.

Courses commence for State Registered Nurses on March 25th, June 30th, September 25th, December 30th. Vacancies occur for non-State Registered applicants on April 26th and October 26th. (25)

SOMERSET COUNTY NURSING ASSOCIATION

Midwifery training offered to State-registered Nurses. Part I and Part II, or Part II only. Uniform provided and salary of £65 per annum. Holidays at the rate of 28 days during the year. Board allowance 15/- weekly in addition to salary while on holiday. Pupil midwives will be required to serve as District Nurse Midwives for one year in the County of Somerset after training either Institutional or Domiciliary. Vacancies for Part II on June 1st and Part I on August 1st or later. Apply, Miss Nobes, Health Department, County Hall, Taunton. (458)

BOROUGH OF WALTHAMSTOW, THORPE COOMBE MATERNITY HOSPITAL WALTHAMSTOW, E.17.
PART 1 AND 2 TRAINING SCHOOL

Pupil Midwives. Immediate vacancies for S.R.N. pupils. Salary and conditions as per Rushcliffe Report. Apply to Matron. (585)

PLAISTOW MATERNITY HOSPITAL HOWARDS ROAD, PLAISTOW, E.13.

Midwifery Training for State-registered Nurses—Part 1 and Part 2 Training School. Rushcliffe scale of salaries. Apply to Matron for particulars. (833)

The advertisment for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (control) of Engagement Order, 1943.

MIDDLESEX COUNTY COUNCIL
MIDWIFERY TRAINING SCHOOLS FOR PARTS I AND II OF CENTRAL MIDWIVES BOARD CERTIFICATE

For particulars of vacancies see Middlesex County Council advertisement on Supplement iv. (821)

MATERNITY HOSPITAL AT LEEDS
HYDE TERRACE, LEEDS, 2. (120 Beds)

Pupils trained and preparred for the Examination under the rules of the Central Midwives Board, Part I. Rushcliffe Scale of Salaries in force. Vacancies in April, July and October. For particulars apply Matron. (16)

CITY OF LONDON MATERNITY HOSPITAL
CITY ROAD, E.C.1
MIDWIFERY TRAINING SCHOOL

Pupils accepted for Part 1 Midwifery Training. Rushcliffe Scale of Salaries paid. Sister-Tutor on Staff. Post-graduate training (including Analgesic Courses) for Practising Midwives. Facilities for Midwives anxious to obtain the Teachers' Certificate. Apply Matron. (1)

DUDLEY ROAD HOSPITAL, BIRMINGHAM, 18
SELLY OAK HOSPITAL, BIRMINGHAM, 29
PUPIL MIDWIVES

Part I Midwifery. Six months' course. Salary £65 p.a. (507)

NORTHAMPTON GENERAL HOSPITAL
(410 Beds)
BARRATT MATERNITY HOME
(40 Beds)

Midwifery Pupils accepted for Part 1 training. Opportunity for those who qualify to take gas and air Analgesic Courses. Rushcliffe Scale of Salaries. Apply for particulars of training to Matron. (330)

WOKING MATERNITY HOME, HEATHSIDE ROAD, WOKING

Midwifery Pupils accepted for Part II training. Opportunity for those who qualify to take gas and air Analgesic Course. Rushcliffe Scale of salaries. Vacancies from 1st June. For particulars apply to Matron. (576)

BOUNDARY PARK GENERAL HOSPITAL OLDHAM
(430 Beds)

There are vacancies immediately on the Maternity Unit of the above Hospital for State-registered Nurses to take six months' Midwifery Training, for the Part 1 of the C.M.B. Certificate. Rushcliffe scale of salaries. Also vacancies 1st August.

Application forms may be obtained from the Matron. (769)

WEYMOUTH AND DISTRICT HOSPITAL WEYMOUTH, DORSET
(118 Beds, plus E.M.S. Beds)
STUDENT NURSES

There are vacancies for **Student Nurses** for increase of staff. A good standard of education is required. Instruction is given by Medical and Surgical Staff, and resident Sister Tutor.

Salary according to Rushcliffe Committee scale.

Apply for application forms, and particulars to the Matron. (749)

WILTS COUNTY COUNCIL
TRAINING OF PUPIL MIDWIVES

Applications are invited to fill vacancies for **Pupil Midwives** at the Emergency Maternity Hospitals at Bradford-on-Avon and Melksham. The hospitals are recognised training schools of the Central Midwives' Board. The training is supervised by a Sister Tutor and a lecturer in obstetrics.

Candidates should be State-registered Nurses, and the training is restricted to Part 1 of the Board's syllabus. Pupils are paid at the rate of £65 per annum.

Applications for vacancies or for further details should be made directly to the Medical Superintendent at Berryfield House, Bradford-on-Avan.

County Hall, Trowbridge. C. E. TANGYE, County Medical Officer. (753)

MIDWIFERY TRAINING
(FOR TRAINED NURSES)
ROYAL NORTHERN HOSPITAL, HOLLOWAY, N.7.

Approved as a Midwifery Training School (jointly with Guy's Hospital) by the Central Midwives Board for the First period of training. Salary and conditions of service in accordance Rushcliffe Scale. For Prospectus apply to the Matron, Royal Northern Hospital, Holloway N.7. (190/10)

GENERAL LYING-IN HOSPITAL
Emergency address:
DIOCESAN HOUSE, VERULAM ROAD, ST. ALBAN'S, HERTS
MIDWIFERY TRAINING SCHOOL

Approved for Part 1 Training under the Rules of the Central Midwives Board, and associated with four approved Institutions for Part II, from which pupils can make their choice. Vacancies for 30 pupils only. Rushcliffe Scale of salaries and emoluments in force. Only applicants who have not yet commenced or completed a Course of Midwifery can be considered. Full particulars, apply Matron. (190/7)

SAINT MARY'S HOSPITAL
WHITWORTH PARK, MANCHESTER, 13
MIDWIFERY TRAINING SCHOOL

Pupils prepared for the Part I Examination of the Central Midwives Board.

State-registered nurses and non State-registered pupils accepted.

Rushcliffe Scale of salaries.

Courses commence for State-registered nurses on March 1st, April 1st, June 1st, July 1st, September 1st, October 1st, December 1st, January 1st.

Vacancies occur for non-State-registered applicants on 1st July, 1944. (190/15)

SITUATIONS VACANT

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

Lady Cook required for four months Holiday duty in Hospital, 20 miles from London. Salary by arrangement. Comfortable accommodation and uniform provided. Apply with full particulars to Box No. 558, the "Nursing Times," St. Martin's Street, London, W.C.2. (558)

Certificated **Assistant Lady Cook** required for well equipped Hospital Kitchen. Good salary and uniform provided. Weekly day off and half-day each Sunday. Apply with full particulars to Box No. 559, the "Nursing Times," St. Martin's Street, London, W.C.2. (559)

Non-res. **Assistant Cook** required by MIDDLESEX COUNTY COUNCIL. Must be experienced in cooking for large numbers and in use of modern kitchen equipment. Wages £2 17s. 6d. by 2s. 6d. to £3 2s. 6d. p.w. plus war bonus. Indoor uniform, laundry and meals on duty. Established and pensionable staff, subject to medical examination. 48 hr. wk. at present. Application forms obtainable from Matron "D", Central Middlesex County Hospital, Park Royal, N.W.10. (Women between 18/41 apply Local Labour Exchange). (529)

CONNAUGHT HOSPITAL
ORFORD ROAD, WALTHAMSTOW, LONDON, E.17

Required immediately, good **Kitchenmaids** and **Wardmaids.** Apply, by letter or personally, to Matron. (8)

Resident **Senior Maids** for all Departments required by MIDDLESEX COUNTY COUNCIL at CENTRAL MIDDLESEX COUNTY HOSPITAL, Park Royal, N.W.10. Must be experienced. Salary and conditions governed by Hetherington Report (salary for maids over 18 from £60 p.a. according to experience and type of work, with board, lodging, laundry and uniform. Unestablished staff. Application forms obtainable from Matron "D" of hospital. (Women of 18/41 yrs. inclusive apply Labour Exchange. (526)

THE PRINCE OF WALES'S GENERAL HOSPITAL, N.15.

Cook, Assistant Cook, and Kitchen Maid required. Apply Matron. (786)

Res. and Non-Res. **Maids** (for day and night work) urgently required by MIDDLESEX COUNTY COUNCIL. Salary for maids over 18 yrs. of age range according to experience and type of work, from £60 to £65 p.a., with board, lodging, laundry and uniform, if resident. If non-resident from £2 10s. to £2 17s. 6d. p.w. Unestablished staff. Application forms obtainable from Matron "D" Harefield County Sanatorium Hospital, Harefield, Middx. (Women between 18/41 yrs. apply Local Labour Exchange. (527)

Resident or Non-resident **General Maids** (Housemaids, Ward Maids and Dining-room Maids) required by MIDDLESEX COUNTY COUNCIL at CLARE HALL COUNTY HOSPITAL, South Mimms, Mx. Salaries for maids over 18 yrs. range according to experience, from £60 to £73 p.a. with board, lodging, laundry and uniform, or, if non-resident, from £2 10s. to £2 15s. p.w. Unestablished staff. Written applications personal to Matron "D" of hospital, any morning between 10 a.m. and 12 noon. (Women between 18/41 apply Labour Exchange). (662)

COUNTY BOROUGH OF CROYDON,
PUBLIC HEALTH DEPT.
MAYDAY HOSPITAL

Resident Maids required, salary in accordance with Hetherington Report. Applications to Matron—applicants between the ages of 18 and 41 should apply through Local Labour Exchange. (663)

Cook required, senior of four. Well equipped and well staffed hospital kitchen. Good salary. Comfortable quarters. Hours of duty average 96 a fortnight. Home Counties. Apply Box No. 802, the "Nursing Times," St. Martin's Street, London, W.C.2. (802)

Two experienced **Kitchen Maids,** non-resident, required by Middlesex County Council for Maternity Annexe at Finchley of the Middlesex County Hospital, Edmonton, N. Salary and conditions in accordance with Hetherington Report (i.e. for Maids over 18 years from £2 10s. to £2 15s. p.wk. according to experience). Unestablished staff. Application forms obtainable from Matron "D" of hospital. (Women 18/41 apply Labour Exchange) (837)

The advertisments for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (control) of Engagement) Order, 1943.

HULL CORPORATION HEALTH DEPARTMENT

Applications are invited for the resident post of **Lady Cook** at the Hull City Hospital for Infectious Diseases, Cottingham, E. Yorks. The Hospital is situated in a country area approximately 6 miles from the City Centre with an adequate bus service. Applicants should hold a diploma or degree in Domestic Science or its equivalent. Salary £116 rising to £130 per annum by annual increments plus war-bonus, together with the usual residential emoluments and allowances. Applications should be addressed to the Matron.

The above is issued by permission of the Ministry of Labour and National Service under the Employment of Women (Control of Engagement) Order, 1943. (788)

HOLIDAY AND RESIDENTIAL

Roughlea, Private Hotel, Empress Drive, Blackpool, North. 'Phone 51562. Tariff, Miss Myerscough, Founder Member of the Royal College of Nursing.

Rest Homes for Practising Nurses on Probationers. Sidmouth (2 gns. weekly) and Haslemere (£1 weekly). — Apply Secretary, Edith Cavell Homes, 21 Cavendish Square, London, W.1. (

TOO LATE FOR CLASSIFICATION

None of the advertisements below relate to a woman between 18 and 40, inclusive, unless such woman (a) has living with her a child of hers under the age of 14, or (b) is registered under the Blind Persons Acts or (c) has a Ministry of Labour permit to allow her to obtain employment by individual effort.

GENERAL HOSPITAL, RAMSGATE

Staff Nurses (2) required. S.R.N. Rushcliffe Recommendations adopted. Superannuation Scheme in force.

Apply with full particulars, to Matron. (844)

The advertisement for women published under this heading are permitted by the Ministry of Labour and National Service under the Employment of Women (Control of Engagement Order, 1943.

COUNTY BOROUGH OF WEST BROMWICH
PUBLIC HEALTH DEPT.
HALLAM HOSPITAL

We have vacancies immediately for General Trained S.R. Nurses to take 6 months training for the first examination of C.M.B. Salary in accordance with the Rushcliffe scale.

Also vacancies for 1st July.

Applications to Matron. (842)

BIOLOGICAL MBL PREPARATIONS

ANTIPEOL CUTANEOUS VACCINE OINTMENT

contains sterile vaccine filtrates (antivirus) of all the common strains of **STAPHYLOCOCCI, STREPTOCOCCI** and **B. PYOCYANEUS** in lanoline-zinc-ichthyol base.

INDICATIONS : Abscesses, boils, burns, eczema, ulcers, haemorrhoids, impetigo, sycosis, wounds, and all inflammatory cutaneous infections. **ANTIPEOL LIQUID** for infections of the ear, septic cavities and suppurating wounds.

OPHTHALMO-ANTIPEOL

contains in semi-fluid base, the sterile vaccine filtrates of **STAPHYLOCOCCI, STREPTOCOCCI, B. PYOCYANEUS, PNEUMOCOCCI FRAENKEL** and **GONOCOCCI.**

INDICATIONS Conjunctivitis, blepharitis, keratitis, dacriotystitis, and all inflammatory conditions and lesions of the eye.

RHINO-ANTIPEOL

a nasal immunising cream, contains Antipeol Liquid and the antivirus of **PNEUMOCOCCI, PNEUMO-BACILLI, ENTEROCOCCI, M. CATARRHALIS, B. PFEIFFER,** and calmative and decongestive ingredients.

INDICATIONS : Coryza, rhinitis, hay fever, catarrh, influenza, common cold and other naso-pharyngeal infections.

ENTEROFAGOS

Polyvalent bacteriophages specific against 144 strains of micro-organisms common to infections of the gastro-intestinal tract, kidneys and bladder **RAPIDLY EFFECTIVE RESULTS** in enteritis, dysentery, colitis, diarrhoeas, B. coli infections, typhoid and paratyphoid fevers and other intestinal and para-intestinal infections.

DETENSYL

vegeto-polyhormonic hypotensor. for gentle and regular reduction of arterial tension.

INDICATIONS : High blood pressure, arterio-sclerosis, arthritis, palpitation ocular and auditory troubles of hypertension. No contra-indications.

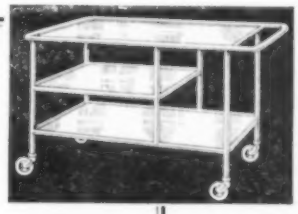
CLINICAL SAMPLES AND LITERATURE FROM

MEDICO-BIOLOGICAL LABORATORIES LTD., South Norwood, LONDON, S.E.25

'SIDHIL' HOSPITAL BEDSTEADS

Ward Equipment & Bedding

'SIDHIL' Tilting Cot No. 51 Regd. Design



A New and Useful 'SIDHIL' Dressing Trolley No. 45

SIDDALL & HILTON LTD.

SOWERBY BRIDGE - Yorkshire

Telephone: 81422 Sowerby Bridge *Telegrams: "Siddall, Sowerby Bridge"*

Branches at : ABERDEEN, BRISTOL, LEEDS, NEWCASTLE-UPON-TYNE

J.J.M

COLIC

When a child draws up its legs and screams as though in a rage this is undoubtedly colic, and it may be due to flatulence. If mother is reminded that a teaspoonful or so of Dinneford's Pure Fluid Magnesia will let up the wind and bring comfort quickly she will then realise how useful it is to be prepared against the occasion with a bottle of Dinneford's. This, after all, has been "Doctor's Orders" for well over a hundred years.

1/5 and 2/10 a bottle *including Purchase Tax*

DINNEFORD'S pure fluid MAGNESIA

Dinneford's Famous "Dictionary for Mothers." Send 1½d. stamp to DINNEFORD & CO. LTD., DEPT. N.T.37, GREAT WEST ROAD, BRENTFORD, MIDDLESEX

FREE TO NURSES 'ASPRO'

Cut out this advertisement, pin your name and address to it, post to us and we will send you a double sample of 'ASPRO' Tablets free. You can then prove how pain alleviating 'ASPRO' is, how it brings sleep to the sleepless, stops colds and 'flu, relieves rheumatism in one night and banishes nerve pains, neuralgia, toothache, headaches, etc., in a few minutes.

'ASPRO' DOES NOT HARM THE HEART OR STOMACH

Made in England by ASPRO LTD., SLOUGH, Bucks.

If you have received one packet of 'ASPRO' free do not write for another. N.T.

ASPRO

MENOPAUSAL SYMPTOMS? MENOPAX indicated!

MENOPAX

contains

★ STILBŒSTROL DIPROPIONATE

plus

★ BROMISOVALERYLUREA

and is a

CAUSAL and SYMPTOMATIC REMEDY for the relief of menopausal symptoms such as **HOT FLUSHES of the face and neck, NERVES, GIDDINESS, PALPITATION, HEADACHES, EAR NOISES, INSOMNIA, "PINS AND NEEDLES," ENDOCRINE OBESITY, ITCHING etc.**

★ **STILBŒSTROL DIPROPIONATE** *acts similarly to the natural œstrogens, but is several times more active, and its action more prolonged given by mouth.*

★ **BROMISOVALERYLUREA** *is an entirely safe and reliable sedative without toxic effects, less drastic than barbiturates, but more effective than Bromides or Valerian.*

NO SIDE EFFECTS **NO NAUSEA**

If you are attending a patient who is between 40-50 and suffers from any of the above symptoms, consult her doctor about Menopax.

Prices **2/10, 5/7½** *and* **11/3** *from Boots, Timothy Whites, Taylors and all leading chemists.*

FREE TO NURSES. Readers of the *Nursing Times* are cordially invited to send for FREE PROFESSIONAL SAMPLE OF MENOPAX, and 3d. in stamps for a copy of the Book "The Crisis in a Woman's Life."

CLINICAL PRODUCTS LTD.,
RICHMOND, SURREY.

Health tip!

COOLTIPT

The cigarette* with the natural filter—cotton wool—which absorbs *all* the dust as well as the heat and nicotine.

Abdulla

COOLTIPT

* For 'Virginia' Smokers

20 *for* 2/4

Please Help

THE RED CROSS & ST. JOHN APPEAL
by sending a donation to St. James's Palace, London, S.W.1

"OXOID"

The word "OXOID" is the trade mark of OXO Ltd., and is used in connection with their therapeutical preparations both in tablet and fluid extract form.
ORGANO-THERAPEUTICAL PRODUCTS

OXO LABORATORY PREPARATIONS

"HORMONOXOID"

(Thyroid—Pituitary W.G.—Gonadic)

TABLETS

A pluriglandular preparation for the stimulation of the Endocrine Glands.

Suitably prescribed in cases where the symptoms indicate a disturbance of the normal functioning of the glands.

Corrects menstrual irregularities and relieves distress during the menopause.

Bottles of 25, 100, 250, 500 *and* 1,000 *Tablets.*

OXO LIMITED
Thames House, Queen Street Place, London, E.C.4.

★ OXO LABORATORY PREPARATIONS ★

★ no need for WINTER COLDS

THERE is no longer any need to dread winter colds. They can be prevented by taking SEROCALCIN, the scientific immunising agent that gives complete freedom from colds in the majority of cases.

How it is done

SEROCALCIN acts by stimulating the natural defence powers of the body. It enhances the resistive capacity against invading organisms that cause colds. SEROCALCIN prevents a cold before it happens.

Simple and Safe

The immunising course consists of 60 SEROCALCIN tablets taken at the rate of two daily for thirty consecutive days. In 80 per cent. of cases this course gives immunity from colds for a period of 3 to 4 months. There are no "drugs" in SEROCALCIN—it is perfectly safe both for adults and children.

Proved by Tests

Scientific tests by Doctors in private practice, in Hospitals and in Factories have established the claims made for SEROCALCIN and confirm its ability to give successful results in 80% of cases.

Supplies and Prices

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